

## AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. Contract ID Code

Page 1 of Pages 3

2. Amendment/Modification No. 0004	3. Effective Date Jun 25, 2007	4. Requisition/Purchase Req. No.	5. Project No. (if applicable)
6. Issued By NATIONAL DATA BUOY CENTER RESOURCES BRANCH /W/OPS53 BUILDING 1100 STENNIS SPACE CENTER, MS 39529-6000 MARILYN CLARK 228 688-2382		7. Administered By (If other than Item 6) SEE BLOCK 6	
8. Name and Address of Contractor (No., Street, County, and Zip Code)  SCIENCE APPLICATIONS INTERNATIONAL CORPO 10260 CAMPUS POINT DRIVE MAIL STOP G2 SAN DIEGO CA 921211578		9A. Amendment of Solicitation No.  9B. Date (See Item 11)  10A. Modification of Contract/Order No. QA1330-05-CQ-1035 10B. Date (See Item 13) May 11, 2005	
Code		Facility Code	

## 11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☐ The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers ☐ is extended ☐ is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:  
(a) By completing items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

## 12. Accounting and Appropriation Data (if required)

1405C8M5J11PAL31040401005200600009503000025130000000000 \$ US 0.00

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACT/ORDERS.  
IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(x)	A. This change order is issued pursuant to: (Specify authority) The changes set forth in item 14 are made in the Contract Order No. in item 10A.
	B. The above numbered Contract/Order is modified to reflect the administrative changes (such as changes in paying office, appropriation date, etc.) Set forth item 14, pursuant to the authority of FAR 43.103 (b)
X	C. This supplemental agreement is entered into pursuant to authority of: In scope changes within the terms and conditions of the contract by mutual agreement
	D. Other (Specify type of modification and authority)

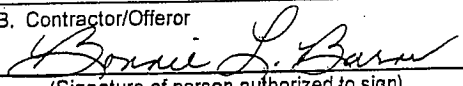
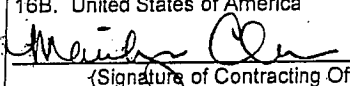
E. IMPORTANT: Contractor ☐ is not, ☒ is required to sign this document and return 1 copies to the issuing office.

## 14. Description of Amendment/Modification (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

1. The purpose of this modification is to change specific terminology throughout the contract, update the rate schedule for Contract Year 3, and to incorporate Service Contract Act Wage Determination updates as follows:

a. The Terms "Marine Observation Program (MOP)" and "Marine Observation Network (MON)" are hereby changed to read "NOAA/NWS/NDBC Ocean Observing System of Systems (NOOSS)" and "Integrated Ocean Observing System (IOOS)". Pen and Ink changes through each document in the contract are authorized.

Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. Name and Title of Signer (Type or Print) BONNIE L. BARNUM CONTRACTS REPRESENTATIVE	16A. Name and title of Contracting Officer (Type or Print) MARILYN CLARK Contracting Officer marilyn.clark@noaa.gov
15B. Contractor/Officer  (Signature of person authorized to sign)	15C. Date Signed 5/11/07
16B. United States of America  (Signature of Contracting Officer)	16C. Date Signed 5-14-07

NSN 7540-01-152-8070

30-105

STANDARD FORM 30 (REV. 10-83)

PREVIOUS EDITIONS UNUSABLE

Prescribed by GSA FAR (48 CFR) 53.243

b. See replacement pages for Sections B and J attached to this modification. Please note that changes are denoted with a line in the right margin of the pages.

2. No other changes are made at this time, all other terms and conditions remain the same and in full effect.

SCHEDULE

Item No.	Supplies/Services	Quantity	Unit	Unit Price	Amount

SECTION B  
SUPPLIES OR SERVICES AND PRICES/COSTS

e. In the event that the Contractor shall be required to provide more than 110% of the estimated DPLH, the fixed fee of the task order shall be equitably adjusted by unilateral modification to the task order. The fixed fee adjustment shall be based solely upon the difference between the DPLH actually provided and 100% of the estimated DPLH, calculated as follows:

$$\text{DPLH Actually Provided} \times \text{Specified Fixed Fee} = \text{Adjusted Fixed Fee} \\ (100\% \times \text{Estimated DPLH})$$

f. These terms and conditions do not supersede the requirements of FAR clause 52.232-20 - Limitation of Cost, FAR clause 52.232-22 - Limitation of Funds, or FAR clause 52.216-8 - Fixed Fee.

**B.5 FIRM FIXED PRICE TASK ORDERS**

The contractor shall establish a total firm fixed price for those task orders designated as such.

**B.6 RATE SCHEDULE FOR BASE PERIOD (Contract Year 3 Rates 07/01/2007-06/30/2008)**

In order to facilitate the negotiation of task orders, the contractor shall be required to propose a set of firm fixed price rates and cost plus fixed fee rates for each labor category listed below. The rate shall be fully burdened including profit/fee. The rate shall be fixed for the first year of the base period of the contract. The contractor shall propose an escalation rate to be applied for each additional year in the base period.

Position Number	Labor Category - offerors can find definitions of these labor categories in the Staffing Description Guide located in Section J of this solicitation.
A*	Program Manager
B*	Project Manager
1	Mechanical Engineer
2	Senior Ocean Engineer
3	Ocean/Mechanical Engineer
4	Configuration Management Specialist
5	Senior Program Analyst
6	Senior Electronics Engineer
7	Electronics Engineer
8	Senior Systems Engineer
9	Systems Engineer
10	Senior Software Engineer
11	Software Engineer
12	Drafter IV
13	Drafter III
14	Drafter II
15	Electronics Engineer
16	Engineering Technician VI
17	Engineering Technician V
18	Engineering Technician IV
19	Engineering Technician III
20	Electronics Technician, Maintenance III
21	Electronics Technician, Maintenance II
22	Electronics Technician, Maintenance I

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SUPPLIES OR SERVICES AND PRICES/COSTS

23	Maintenance Machinist
24	Maintenance Trades Helper
25	Computer Systems Analyst II
26	Computer Systems Analyst I
27	Network Systems Analyst
28	Database Administrator
29	Programmer Analyst III
30	Programmer Analyst II
31	Programmer Analyst I
32	Web Programmer Analyst
33	Senior Data Analyst
34	Data Analyst I
35	Data Analyst II
36	Senior Meteorologist
37	Meteorologist II
38	Meteorologist III
39	Senior Oceanographer
40	Oceanographer II
41	Scientific Systems Analyst
42	Environmental Scientist
43	Data Reduction Analyst II
44	Logistics Specialist
45	Logistics Clerk
46	Illustrator III
47	Senior Quality Assurance Specialist
48	Quality Assurance Specialist
49	Production Control Clerk
50	Word Processor III
51	Consultant
52	Sr Financial Analyst
53	Jr Financial Analyst
54	Purchasing/Contract Specialist
55	Administrative Asst/Secretary III
56	Sr Oceanographer V On Site
57	Sr Systems Eng IV On Site
58	Sr Systems Eng V On Site
59	Sr Acoustician IV On Site
60	Reliability Engineer On Site
61	Sr Scientist III On Site
62	Sr Scientist IV On Site
63	Sr Scientist V On Site
64	Sr Scientist VI On Site
65	Mechanical Eng IV On Site
66	Chief Engineer On Site
67	Hydrographer On Site
68	Project Manager On Site
69	Environmental Scientist On Site
70	Electronics Engineer On Site
71	Systems Engineer On site
72	Software Engineer On Site
73	Drafter IV On Site
74	Computer Systems Analyst On Site
75	Programmer Analyst II On Site
76	Programmer Analyst I On Site
77	Web Designer/Java Programmer On Site
78	Web Programmer Analyst On Site

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SUPPLIES OR SERVICES AND PRICES/COSTS

79	Data Programmer On Site
80	Data Manager On Site
81	Data Analyst I On Site
82	Mechanical Engineer I On Site
83	Oceanographer I On Site
84	Sr Oceanographer V On Site
85	Ocean Instrument Specialist On Site
86	Ocean Engineer On Site
87	Ocean Operations/Logistics On Site
88	Project Controller On Site
89	Sr Oceanographer On Site
90	Oceanographer III On Site
91	Sr Ocean Engineer On Site
92	Sr Systems Engineer On Site
93	Ocean/Mechanical Engineer On Site
94	Mechanical Engineer I On Site
95	Eng Tech VI On-Site East
96	Eng Tech VI On-Site West
97	Eng Tech V On-Site East
98	Eng Tech V On-Site West
99	Eng Tech IV On-Site East
100	Eng Tech IV On-Site West
101	Eng Tech III On-Site East
102	Eng Tech III On-Site West
103	Electronics Tech, Maint III On Site East
104	Electronics Tech, Maint III On Site West
105	Electronics Tech, Maint II On Site East
106	Electronics Tech, Maint II On Site West
107	Electronics Tech, Maint I On Site East
108	Electronics Tech, Maint I On Site West
109	Maintenance Machinist On Site East
110	Maintenance Machinist On Site West
111	Maintenance Trades Helper on Site East
112	Maintenance Trades Helper on Site West
113	Drafter IV On Site East
114	Drafter IV On Site West
115	Drafter III On Site East
116	Drafter III On Site West
117	Drafter II On Site East
118	Drafter II On Site West
119	RSC Site Manager On Site East
120	RSC Site Manager On Site West
121	Data Systems Architect
122	Sr Scientist V On Site

Firm-Fixed Price hourly burdened labor rates are set for the base period of the contract. As agreed to during negotiations, SAIC has not proposed a ceiling on the Direct Labor Rates for Cost Plus Fixed Fee task orders. The Direct Labor for these tasks shall be billed at actual costs. In contrast, the indirect rates shall have ceilings. Each SAIC Company and Division will have its own composite rate on the indirect cost pools. The invoices shall identify the indirect ceiling composite rate for each labor category and there will be no averaging or selecting the higher composite rate for the labor charged to the task. These ceilings are the sum of the individual components (Overhead, Fringe, G&A, SCA Premium) and are not the wrap rates. The following table documents these ceiling composite rates for each SAIC Company and Division during the base period of this contract:

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MODIFICATION 0004

SECTION J  
LIST OF ATTACHMENTS-STATEMENT OF WORK/SPECIFICATIONS  
ARE HEREBY MADE A PART OF THIS CONTRACT

Exhibit A - Statement of Objectives

Exhibit B - Wage Board Determinations (WBD):

Wage Determination No.: 1994-2103 Rev: 2 Dated: 11/07/2006  
Wage Determination No.: 1994-2301 Rev: 3 Dated: 02/14/2007

Exhibit C - Contractor's Small, Small Disadvantaged and Women-Owned Business Subcontracting Plan, dated 1/10/05 and revised 4/12/05.

Exhibit D - NDBC Staffing Description Guide.

Exhibit E - Volume II of the Contractor's proposal dated 1/14/05 and revised 4/12/05 is incorporated into this contract by reference only. Attached to this volume are for following plans:

1. Management Plan, dated 1/14/05 and revised 4/12/05
2. Award-Term Incentive Plan, dated 1/14/05
3. Phase-In Plan, dated 1/14/05
4. Environmental and Safety Plan, dated 1/14/05
5. Quality Assurance Plan, dated 1/14/05 and revised 4/12/05

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EXHIBIT B

05-2103 DC, DISTRICT-WIDE

WAGE DETERMINATION NO: 05-2103 REV (02) AREA: DC, DISTRICT-WIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD: 05-2104

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross Division of  
Director Wage Determinations

Wage Determination No.: 2005-2103

Revision No.: 2

Date Of Revision: 11/07/2006

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide  
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's,  
St Mary's  
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King  
George, Loudoun, Prince William, Stafford

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	17.32
01020 - Administrative Assistant	21.45
01040 - Court Reporter	17.49
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	12.75
01090 - Duplicating Machine Operator	12.75
01111 - General Clerk I	13.72
01112 - General Clerk II	15.32
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	10.23
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.45
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	20.78
01280 - Receptionist	12.29
01290 - Rental Clerk	15.45
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	16.11



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01312 - Secretary II	17.61
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	15.82
01410 - Supply Technician	21.45
01420 - Survey Worker	17.49
01531 - Travel Clerk I	11.69
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.50
01611 - Word Processor I	13.76
01612 - Word Processor II	15.45
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.49
05010 - Automotive Electrician	19.43
05040 - Automotive Glass Installer	18.31
05070 - Automotive Worker	18.31
05110 - Mobile Equipment Servicer	15.74
05130 - Motor Equipment Metal Mechanic	20.48
05160 - Motor Equipment Metal Worker	18.31
05190 - Motor Vehicle Mechanic	20.48
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	18.31
05310 - Painter, Automotive	19.43
05340 - Radiator Repair Specialist	18.31
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	20.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.88
07042 - Cook II	13.18
07070 - Dishwasher	9.76
07130 - Food Service Worker	10.25
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	8.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09080 - Furniture Refinisher	18.05
09090 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	15.70
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.81
11240 - Maid or Houseman	10.41
11260 - Pruner	10.89
11270 - Tractor Operator	14.19
11330 - Trail Maintenance Worker	11.81
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	16.06

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12012 - Certified Occupational Therapist Assistant	19.99
12015 - Certified Physical Therapist Assistant	19.99
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	40.68
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	16.06
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.18
12073 - Licensed Practical Nurse III	21.38
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	16.96
12160 - Medical Record Clerk	14.96
12190 - Medical Record Technician	16.47
12195 - Medical Transcriptionist	14.96
12210 - Nuclear Medicine Technologist	28.69
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	15.15
12236 - Optical Technician	13.10
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	17.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.07
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	24.54
13050 - Library Aide/Clerk	11.38
13054 - Library Information Technology Systems Administrator	22.15
13058 - Library Technician	17.88
13061 - Media Specialist I	15.99
13062 - Media Specialist II	17.88
13063 - Media Specialist III	19.94
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
13110 - Video Teleconference Technician	15.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.45
14042 - Computer Operator II	17.49
14043 - Computer Operator III	19.50
14044 - Computer Operator IV	21.67



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14045 - Computer Operator V	24.00
14071 - Computer Programmer I (1)	21.60
14072 - Computer Programmer II (1)	25.66
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.45
14160 - Personal Computer Support Technician	21.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	40.64
15030 - Air Crew Training Devices Instructor (Pilot)	46.05
15050 - Computer Based Training Specialist / Instructor	31.26
15060 - Educational Technologist	27.99
15070 - Flight Instructor (Pilot)	46.05
15080 - Graphic Artist	23.02
15090 - Technical Instructor	21.70
15095 - Technical Instructor/Course Developer	26.54
15110 - Test Proctor	17.31
15120 - Tutor	17.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.71
16030 - Counter Attendant	8.71
16040 - Dry Cleaner	11.10
16070 - Finisher, Flatwork, Machine	8.71
16090 - Presser, Hand	8.71
16110 - Presser, Machine, Dry-cleaning	8.71
16130 - Presser, Machine, Shirts	8.71
16160 - Presser, Machine, Wearing Apparel, Laundry	8.71
16190 - Sewing Machine Operator	11.90
16220 - Tailor	12.63
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.95
19040 - Tool And Die Maker	23.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.25
21030 - Material Coordinator	20.54
21040 - Material Expediter	20.54
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.21
21080 - Production Line Worker (Food Processing)	16.25
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	9.96
21150 - Stock Clerk	14.35
21210 - Tools And Parts Attendant	16.99
21410 - Warehouse Specialist	16.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.35
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	15.10
23050 - Aircraft, Painter	21.29

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23060 - Aircraft Servicer	17.82
23080 - Aircraft Worker	18.09
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.77
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Layer	18.70
23160 - Electrician, Maintenance	24.85
23181 - Electronics Technician Maintenance I	21.36
23182 - Electronics Technician Maintenance II	22.80
23183 - Electronics Technician Maintenance III	24.02
23260 - Fabric Worker	17.90
23290 - Fire Alarm System Mechanic	21.46
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	19.01
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	17.82
23382 - Ground Support Equipment Worker	18.09
23391 - Gunsmith I	16.50
23392 - Gunsmith II	19.18
23393 - Gunsmith III	21.46
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.99
23411 - Heating, Ventilation And Air-Conditioning Mechanic (Research Facility)	22.12
23430 - Heavy Equipment Mechanic	21.46
23440 - Heavy Equipment Operator	21.46
23460 - Instrument Mechanic	21.46
23465 - Laboratory/Shelter Mechanic	20.36
23470 - Laborer	14.27
23510 - Locksmith	19.17
23530 - Machinery Maintenance Mechanic	21.46
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	15.10
23591 - Metrology Technician I	21.46
23592 - Metrology Technician II	22.61
23593 - Metrology Technician III	23.72
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.36
23760 - Painter, Maintenance	20.36
23790 - Pipe fitter, Maintenance	22.76
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	21.46
23850 - Rigger	21.46
23870 - Scale Mechanic	19.18
23890 - Sheet-Metal Worker, Maintenance	21.46
23910 - Small Engine Mechanic	20.05
23931 - Telecommunications Mechanic I	24.43
23932 - Telecommunications Mechanic II	25.75
23950 - Telephone Lineman	22.21
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	21.46
23970 - Woodcraft Worker	21.46
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.58

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24580 - Child Care Center Clerk	16.15
24610 - Chore Aide	9.58
24620 - Family Readiness And Support Services Coordinator	12.95
24630 - Homemaker	16.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.06
25040 - Sewage Plant Operator	20.08
25070 - Stationary Engineer	24.06
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	20.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.19
27007 - Baggage Inspector	11.51
27008 - Corrections Officer	18.75
27010 - Court Security Officer	21.42
27030 - Detection Dog Handler	16.67
27040 - Detention Officer	18.75
27070 - Firefighter	21.58
27101 - Guard I	11.51
27102 - Guard II	16.67
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.30
28043 - Carnival Equipment Worker	8.40
28210 - Gate Attendant/Gate Tender	12.68
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	14.18
28510 - Recreation Aide/Health Facility Attendant	10.35
28515 - Recreation Specialist	17.57
28630 - Sports Official	11.29
28690 - Swimming Pool Operator	15.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.55
29020 - Hatch Tender	20.55
29030 - Line Handler	20.55
29041 - Stevedore I	19.18
29042 - Stevedore II	21.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.82
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.68
30021 - Archeological Technician I	16.92
30022 - Archeological Technician II	18.85
30023 - Archeological Technician III	23.53
30030 - Cartographic Technician	24.62
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.77
30062 - Drafter/CAD Operator II	19.87
30063 - Drafter/CAD Operator III	22.15
30064 - Drafter/CAD Operator IV	25.66
30081 - Engineering Technician I	18.80
30082 - Engineering Technician II	21.11
30083 - Engineering Technician III	23.61
30084 - Engineering Technician IV	29.26
30085 - Engineering Technician V	35.26

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30086 - Engineering Technician VI	43.30
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	20.42
30240 - Mathematical Technician	24.62
30361 - Paralegal/Legal Assistant I	20.03
30362 - Paralegal/Legal Assistant II	24.82
30363 - Paralegal/Legal Assistant III	30.35
30364 - Paralegal/Legal Assistant IV	36.73
30390 - Photo-Optics Technician	24.62
30461 - Technical Writer I	20.25
30462 - Technical Writer II	24.77
30463 - Technical Writer III	29.97
30491 - Unexploded Ordnance (UXO) Technician I	21.49
30492 - Unexploded Ordnance (UXO) Technician II	26.00
30493 - Unexploded Ordnance (UXO) Technician III	31.17
30494 - Unexploded (UXO) Safety Escort	21.49
30495 - Unexploded (UXO) Sweep Personnel	21.49
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	20.13
30621 - Weather Observer, Senior (3)	21.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.90
31030 - Bus Driver	15.95
31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	8.67
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	13.98
31361 - Truck driver, Light	13.89
31362 - Truck driver, Medium	17.09
31363 - Truck driver, Heavy	18.40
31364 - Truck driver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	9.78
99095 - Embalmer	21.77
99251 - Laboratory Animal Caretaker I	10.47
99252 - Laboratory Animal Caretaker II	10.85
99310 - Mortician	27.25
99410 - Pest Controller	13.74
99510 - Photofinishing Worker	11.29
99710 - Recycling Laborer	14.50
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	12.86
99810 - Sales Clerk	11.13
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	19.16
99831 - Surveying Aide	11.91
99832 - Surveying Technician	18.21
99840 - Vending Machine Attendant	11.46
99841 - Vending Machine Repairer	14.88
99842 - Vending Machine Repairer Helper	11.46

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

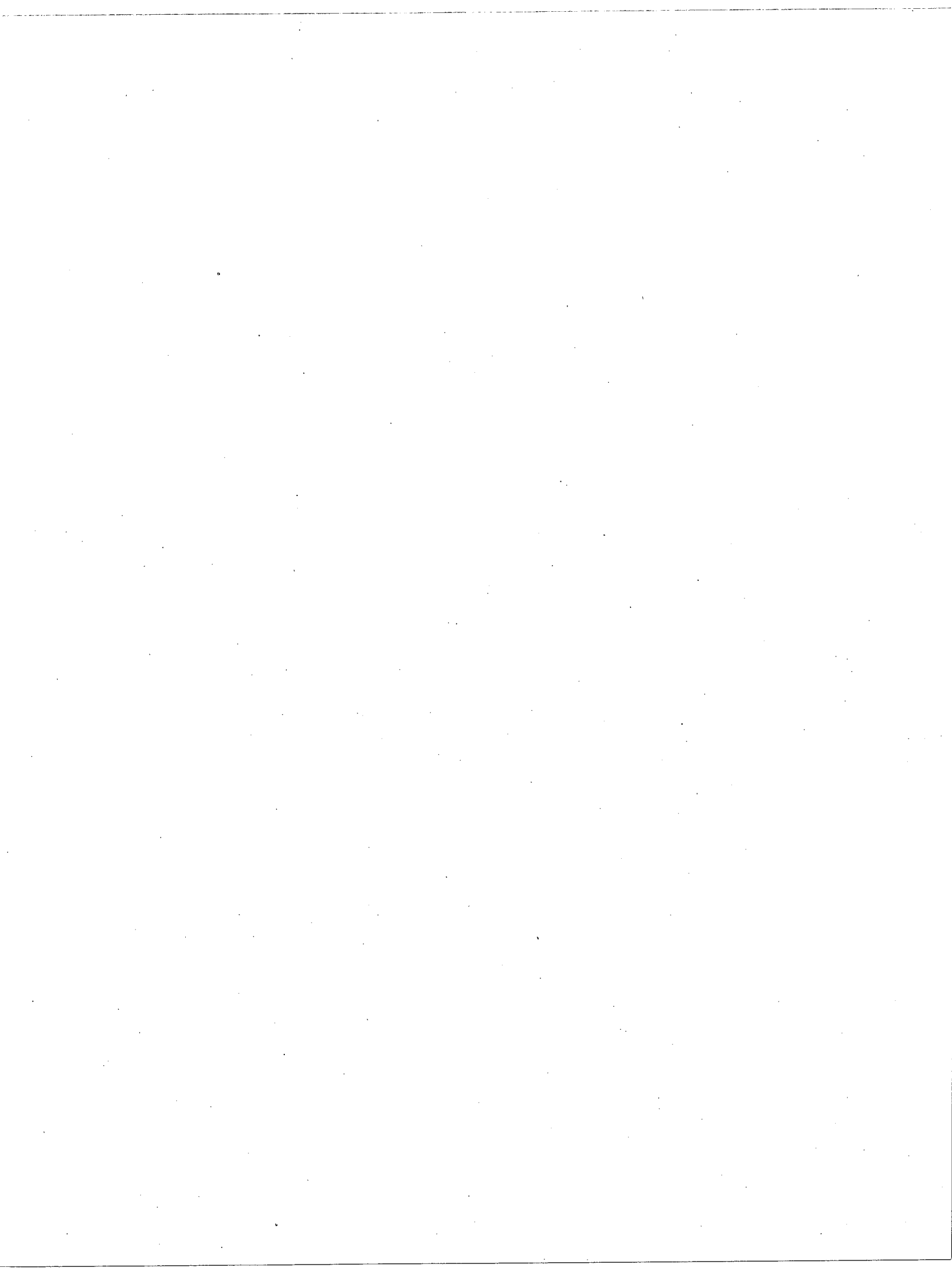
2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor





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burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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05-2301 MS, PASCAGOULA

WAGE DETERMINATION NO: 05-2301 REV (03) AREA: MS, PASCAGOULA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD: 05-2302

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REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 2005-2301
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 02/14/2007

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.36
01012 - Accounting Clerk II	13.71
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	17.46
01040 - Court Reporter	14.26
01051 - Data Entry Operator I	9.78
01052 - Data Entry Operator II	10.98
01060 - Dispatcher, Motor Vehicle	12.53
01070 - Document Preparation Clerk	10.28
01090 - Duplicating Machine Operator	10.28
01111 - General Clerk I	10.16
01112 - General Clerk II	11.08
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.05
01141 - Messenger Courier	8.87
01191 - Order Clerk I	10.99
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.36
01262 - Personnel Assistant (Employment) II	14.37
01263 - Personnel Assistant (Employment) III	15.98
01270 - Production Control Clerk	16.98
01280 - Receptionist	9.06
01290 - Rental Clerk	9.56
01300 - Scheduler, Maintenance	11.39
01311 - Secretary I	11.39
01312 - Secretary II	14.26
01313 - Secretary III	16.05
01320 - Service Order Dispatcher	10.02
01410 - Supply Technician	16.80
01420 - Survey Worker	12.10
01531 - Travel Clerk I	10.30
01532 - Travel Clerk II	10.93

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01533 - Travel Clerk III	11.51
01611 - Word Processor I	12.09
01612 - Word Processor II	13.59
01613 - Word Processor III	15.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.05
05010 - Automotive Electrician	14.60
05040 - Automotive Glass Installer	14.03
05070 - Automotive Worker	14.03
05110 - Mobile Equipment Servicer	12.86
05130 - Motor Equipment Metal Mechanic	15.17
05160 - Motor Equipment Metal Worker	14.03
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	12.32
05250 - Motor Vehicle Upholstery Worker	13.45
05280 - Motor Vehicle Wrecker	14.03
05310 - Painter, Automotive	14.60
05340 - Radiator Repair Specialist	14.03
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	15.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.09
07041 - Cook I	10.17
07042 - Cook II	11.09
07070 - Dishwasher	8.41
07130 - Food Service Worker	8.41
07210 - Meat Cutter	11.42
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.00
09040 - Furniture Handler	11.91
09080 - Furniture Refinisher	15.00
09090 - Furniture Refinisher Helper	12.67
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.41
11060 - Elevator Operator	8.41
11090 - Gardener	10.41
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.94
11260 - Pruner	8.31
11270 - Tractor Operator	10.52
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.49
12000 - Health Occupations	
12010 - Ambulance Driver	13.21
12011 - Breath Alcohol Technician	12.62
12012 - Certified Occupational Therapist Assistant	15.13
12015 - Certified Physical Therapist Assistant	15.13
12020 - Dental Assistant	11.15
12025 - Dental Hygienist	18.44
12030 - EKG Technician	19.32
12035 - Electroneurodiagnostic Technologist	19.32
12040 - Emergency Medical Technician	13.21
12071 - Licensed Practical Nurse I	11.84
12072 - Licensed Practical Nurse II	13.30

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12073 - Licensed Practical Nurse III	14.87
12100 - Medical Assistant	10.38
12130 - Medical Laboratory Technician	13.84
12160 - Medical Record Clerk	11.36
12190 - Medical Record Technician	12.93
12195 - Medical Transcriptionist	11.36
12210 - Nuclear Medicine Technologist	27.74
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	9.53
12223 - Nursing Assistant III	11.54
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	11.85
12236 - Optical Technician	10.59
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12305 - Radiologic Technologist	19.21
12311 - Registered Nurse I	19.19
12312 - Registered Nurse II	23.46
12313 - Registered Nurse II, Specialist	23.46
12314 - Registered Nurse III	24.88
12315 - Registered Nurse III, Anesthetist	28.40
12316 - Registered Nurse IV	34.03
12317 - Scheduler (Drug and Alcohol Testing)	15.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.53
13012 - Exhibits Specialist II	20.10
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.46
13042 - Illustrator II	20.10
13043 - Illustrator III	25.61
13047 - Librarian	20.55
13050 - Library Aide/Clerk	7.76
13054 - Library Information Technology Systems Administrator	19.32
13058 - Library Technician	11.00
13061 - Media Specialist I	12.23
13062 - Media Specialist II	14.98
13063 - Media Specialist III	16.70
13071 - Photographer I	12.20
13072 - Photographer II	14.04
13073 - Photographer III	17.06
13074 - Photographer IV	21.74
13075 - Photographer V	23.96
13110 - Video Teleconference Technician	13.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.78
14042 - Computer Operator II	15.68
14043 - Computer Operator III	18.30
14044 - Computer Operator IV	19.47
14045 - Computer Operator V	21.50
14071 - Computer Programmer I (1)	17.82
14072 - Computer Programmer II (1)	22.02
14073 - Computer Programmer III (1)	26.47
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.26
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.78
14160 - Personal Computer Support Technician	19.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.26

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15020 - Aircrew Training Devices Instructor (Rated)	30.15
15030 - Air Crew Training Devices Instructor (Pilot)	27.41
15050 - Computer Based Training Specialist / Instructor	25.26
15060 - Educational Technologist	24.38
15070 - Flight Instructor (Pilot)	30.15
15080 - Graphic Artist	19.07
15090 - Technical Instructor	17.37
15095 - Technical Instructor/Course Developer	21.24
15110 - Test Proctor	14.01
15120 - Tutor	14.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.96
16030 - Counter Attendant	7.96
16040 - Dry Cleaner	9.21
16070 - Finisher, Flatwork, Machine	7.96
16090 - Presser, Hand	7.96
16110 - Presser, Machine, Dry-cleaning	7.96
16130 - Presser, Machine, Shirts	7.96
16160 - Presser, Machine, Wearing Apparel, Laundry	7.96
16190 - Sewing Machine Operator	9.77
16220 - Tailor	10.30
16250 - Washer, Machine	8.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.67
19040 - Tool And Die Maker	19.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.81
21030 - Material Coordinator	15.06
21040 - Material Expediter	15.06
21050 - Material Handling Laborer	10.11
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	12.81
21110 - Shipping Packer	11.95
21130 - Shipping/Receiving Clerk	11.42
21140 - Store Worker I	12.55
21150 - Stock Clerk	14.63
21210 - Tools And Parts Attendant	12.81
21410 - Warehouse Specialist	12.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.33
23021 - Aircraft Mechanic I	20.31
23022 - Aircraft Mechanic II	21.33
23023 - Aircraft Mechanic III	22.40
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	17.74
23060 - Aircraft Servicer	18.01
23080 - Aircraft Worker	18.80
23110 - Appliance Mechanic	15.97
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	21.80
23130 - Carpenter, Maintenance	15.40
23140 - Carpet Layer	14.15
23160 - Electrician, Maintenance	18.11
23181 - Electronics Technician Maintenance I	17.64
23182 - Electronics Technician Maintenance II	18.61
23183 - Electronics Technician Maintenance III	20.22
23260 - Fabric Worker	15.73
23290 - Fire Alarm System Mechanic	17.57
23310 - Fire Extinguisher Repairer	15.07
23311 - Fuel Distribution System Mechanic	17.57

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23312 - Fuel Distribution System Operator	15.07
23370 - General Maintenance Worker	13.96
23380 - Ground Support Equipment Mechanic	20.31
23381 - Ground Support Equipment Servicer	18.01
23382 - Ground Support Equipment Worker	18.80
23391 - Gunsmith I	15.07
23392 - Gunsmith II	16.37
23393 - Gunsmith III	17.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.84
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	16.05
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	15.09
23460 - Instrument Mechanic	17.57
23465 - Laboratory/Shelter Mechanic	16.98
23470 - Laborer	10.21
23510 - Locksmith	16.05
23530 - Machinery Maintenance Mechanic	18.58
23550 - Machinist, Maintenance	17.57
23580 - Maintenance Trades Helper	13.84
23591 - Metrology Technician I	17.57
23592 - Metrology Technician II	18.17
23593 - Metrology Technician III	18.70
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.13
23760 - Painter, Maintenance	14.52
23790 - Pipefitter, Maintenance	17.78
23810 - Plumber, Maintenance	16.75
23820 - Pneudraulic Systems Mechanic	17.57
23850 - Rigger	17.57
23870 - Scale Mechanic	16.37
23890 - Sheet-Metal Worker, Maintenance	16.61
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	18.82
23932 - Telecommunications Mechanic II	21.72
23950 - Telephone Lineman	18.82
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	17.57
23970 - Woodcraft Worker	17.57
23980 - Woodworker	15.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.52
24580 - Child Care Center Clerk	9.95
24610 - Chore Aide	8.37
24620 - Family Readiness And Support Services Coordinator	11.74
24630 - Homemaker	11.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.70
25040 - Sewage Plant Operator	14.66
25070 - Stationary Engineer	18.70
25190 - Ventilation Equipment Tender	13.84
25210 - Water Treatment Plant Operator	14.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.35
27007 - Baggage Inspector	9.07
27008 - Corrections Officer	11.87
27010 - Court Security Officer	13.73
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	12.79
27070 - Firefighter	15.28



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27101 - Guard I	9.07
27102 - Guard II	13.94
27131 - Police Officer I	14.75
27132 - Police Officer II	16.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.73
28042 - Carnival Equipment Repairer	12.29
28043 - Carnival Equipment Worker	9.25
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	16.21
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	13.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.99
29020 - Hatch Tender	16.37
29030 - Line Handler	16.37
29041 - Stevedore I	16.28
29042 - Stevedore II	17.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	16.28
30022 - Archeological Technician II	18.25
30023 - Archeological Technician III	22.56
30030 - Cartographic Technician	24.35
30040 - Civil Engineering Technician	14.65
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	20.60
30063 - Drafter/CAD Operator III	21.32
30064 - Drafter/CAD Operator IV	26.24
30081 - Engineering Technician I	13.93
30082 - Engineering Technician II	16.16
30083 - Engineering Technician III	18.58
30084 - Engineering Technician IV	22.62
30085 - Engineering Technician V	28.80
30086 - Engineering Technician VI	31.74
30090 - Environmental Technician	23.70
30210 - Laboratory Technician	18.70
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	15.09
30362 - Paralegal/Legal Assistant II	18.49
30363 - Paralegal/Legal Assistant III	22.64
30364 - Paralegal/Legal Assistant IV	27.37
30390 - Photo-Optics Technician	22.04
30461 - Technical Writer I	19.18
30462 - Technical Writer II	23.43
30463 - Technical Writer III	28.37
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	18.89
30621 - Weather Observer, Senior (3)	20.94
31000 - Transportation/Mobile Equipment Operation Occupations	

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31020 - Bus Aide	7.93
31030 - Bus Driver	12.64
31043 - Driver Courier	10.25
31260 - Parking and Lot Attendant	7.06
31290 - Shuttle Bus Driver	10.99
31310 - Taxi Driver	9.99
31361 - Truck driver, Light	10.99
31362 - Truck driver, Medium	15.01
31363 - Truck driver, Heavy	15.21
31364 - Truck driver, Tractor-Trailer	15.21
99000 - Miscellaneous Occupations	
99030 - Cashier	7.31
99050 - Desk Clerk	8.75
99095 - Embalmer	20.58
99251 - Laboratory Animal Caretaker I	9.26
99252 - Laboratory Animal Caretaker II	9.53
99310 - Mortician	20.58
99410 - Pest Controller	12.79
99510 - Photofinishing Worker	10.16
99710 - Recycling Laborer	13.98
99711 - Recycling Specialist	15.40
99730 - Refuse Collector	12.24
99810 - Sales Clerk	9.48
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	13.44
99831 - Surveying Aide	8.90
99832 - Surveying Technician	12.21
99840 - Vending Machine Attendant	12.35
99841 - Vending Machine Repairer	14.04
99842 - Vending Machine Repairer Helper	12.35

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

SECTION J  
EXHIBIT B

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

SECTION J  
EXHIBIT B

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

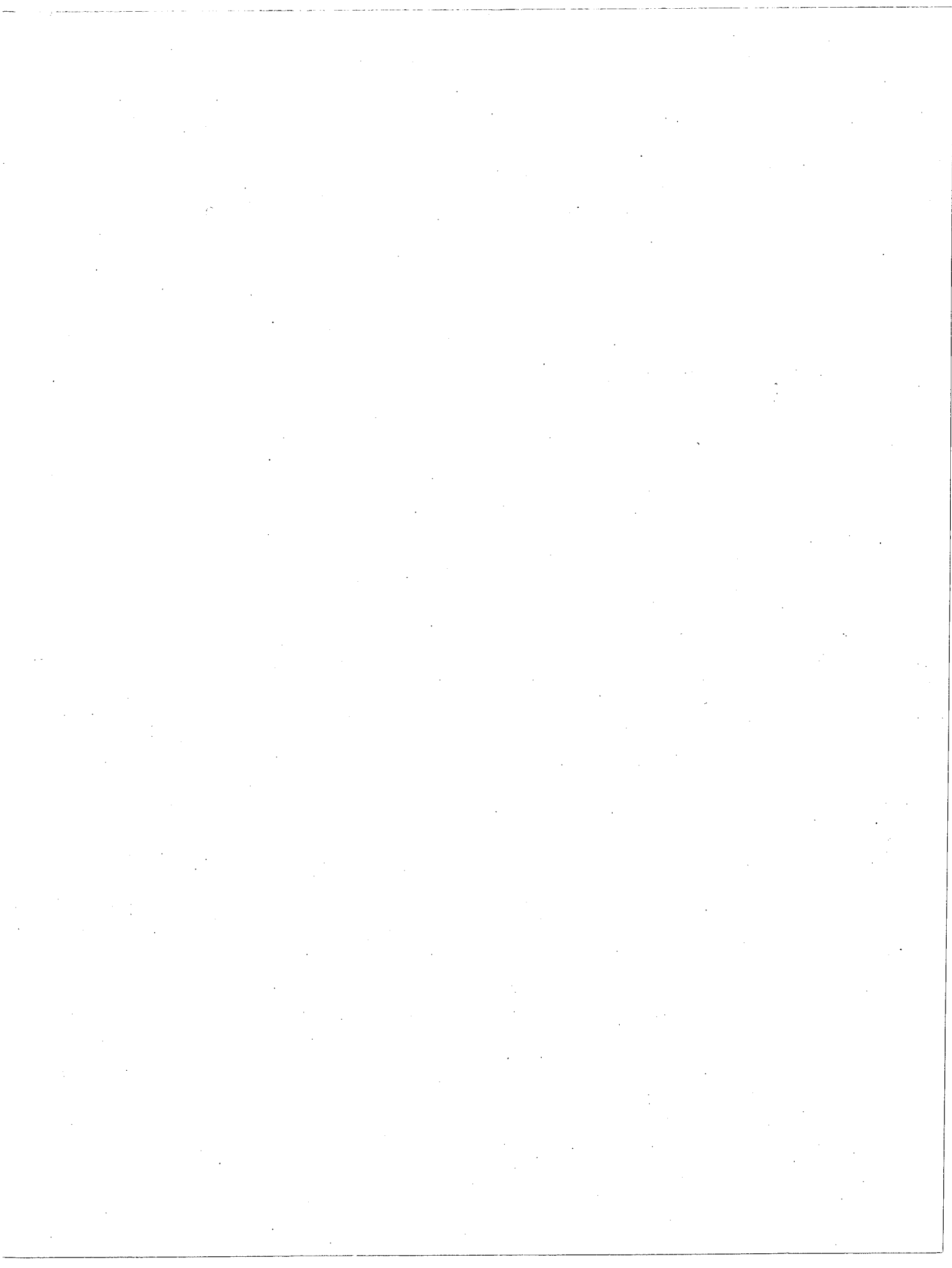
The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.



SECTION J

EXHIBIT B

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Print

Close

Help

## Transaction Information

IDV Type: Other IDC

Prepared Date: 05/03/2007 09:12:31

Prepared User: MARILYN.CLARK@I

IDV Status: Draft

Last Modified Date: 05/03/2007 09:14:25

Last Modified User: MARILYN.CLARK@I

## Document Information

	Agency	Procurement Identifier	Modification No
IDV ID:	1330	DOCQA133005CQ1035	4
Referenced IDV ID:			
Reason For Modification:	OTHER ADMINISTRATIVE ACTION		
Solicitation ID:			

## Dates

Date Signed: 05/03/2007

Effective Date: 06/25/2007

Last Date to Order: 05/31/2010

## Amounts

	Previous	Current	Total
Action Obligation:	\$0.00	\$0.00	
Base And All Options Value:	\$500,000,000.00	\$0.00	\$500,000

## Purchaser Information

Contracting Office Agency ID:

1330

Contracting Office Agency Name:

NATIONAL OCEANIC AND ATMOSP

Contracting Office ID:

000QA

Contracting Office Name:

DEPT OF COMM/NAT OCEAN AND A

## Contractor Information

## Socio Economic Data

CCR Exception: PLEASE SELECT CCR EXCEPTION BY CLICKING THE ELLIPSIS (...) BUTTON

Vendor Name: SCIENCE APPLICATIONS INTERNATIO

DBAN:

Street: 10260 CAMPUS POINT DR.

Street2:

City: SAN DIEGO

State: CA

Zip: 921211152

Congressional District: CALIFORNIA 53

Country: UNITED STATES

Phone:

Fax No:

DUNS No: 1480950860000

Contractor

Name From: SCIENCE APPLICATIONS INTERNATIO

Contract:

Contract Data

Type of Contract:

Order Dependent (IDV allows pricing arrangement to be determined separately for each order)

Major Program:

National Interest Action:

None

Type of IDC:

Indefinite Delivery / Indefinite Quantity

Multiple Or Single Award IDC:

Single Award

Program Acronym:

NDBC

Cost Or Pricing Data:

Select One

Cost Accounting Standards Clause:

Consolidated Contract:  
(\* > \$5 Million)

Legislative Mandates

Inter Agency IDV Authority

☐ Veteran Owned☐ Asian Pacific☐ Tribal Govern☐ 8(a) Firm☐ Service Disabled Vet☐ Black Owned☐ Hub Zone☐ Local Government☐ Native Ameri☐ SDB☐ Minority Institution☐ Asian Indian☐ JWOD (Sheltered  
Workshop)☐ American Indian☐ Non-Profit Or☐ HBCU☐ State Government☐ Hispanic Ow☐ Educational  
Institution☐ Federal Government☐ Emerging Sn☐ Women Owned☐ Minority Owned  
Business☐ Hospital

Organization Type

Number of Employees

Annual Rev

43000

\$7,200,000,000

Walsh-Healey Act: ☐ Economy Act: ☐  
Service Contract Act: ☒ Other Interagency Contracting Statutory Authority:   
Davis Bacon Act: ☐ (1000 characters)

## Contract Marketing Data

Website URL: (<http://www.fpds.gov>)

Who Can Use:

Only the Agency awarding the contract may place orders.

FIPS 95 codes / Other Text:

Email Contact:

Maximum Order Limit:

\$0.00

Fee for Use of Service:

☒ Fixed

%

☐ Varies by Amount

Lower Value

Upper Value

0

0

☐ Varies by Other Factor☐ No Fee

Ordering Procedure:  
(Optional if Website URL is provided,  
otherwise mandatory.)

Government issues Task Objective Statement. Contractor  
responds with a Task Management Plan. Government issues  
Task Order.

## Product Or Service Information

Product/Service Code:

R499

Description:

OTHER PROFESSIONAL SERVICES

Principal NAICS Code:

561210

Description:

FACILITIES SUPPORT SERVICES

Claimant Program Code:

Description:

Bundled Contract:  
(\* > \$5 Million)

Not a bundled requirement ☒

GFE/GFP Provided Under This Action:

☐

Use Of Recovered Material:

No Clauses Included ☒

Sea Transportation:

Select One ☒

Description Of Contract Requirement:  
(4000 characters)

Performance-Based Contract for Technical Services for  
the Operations and Maintenance of the Marine  
Observation Network.

## Competition Information

Extent Competed For Referenced IDV:

Extent Competed:

Solicitation Procedures:

Type Of Set Aside:

Evaluated Preference:

SBIR/STTR:

Statutory Exception To Fair Opportunity:

Reason Not Competed:

Number Of Offers Received:

5

Small Business Competitiveness Demonstration Program:

Commercial Item Test Program:

Commercial Item Acquisition Procedures:

Preference Programs / Other Data

Contracting Officer's Business Size Selection:

Other than Small Business ☒

Full and Open Competition

Negotiated Proposal/Quote ☒

No set aside used.

SDB Price Evaluation ☒

Select One

Select One ☒Select One ☒





Subcontract Plan: \*

Plan Required - Incentive Not Included



NOAA Letter

March 14, 2007



From Dan Henderson, Contracting Officer's Technical Representative

To Marilyn Clark, Contracting Officer

Subject: NOAA Contract QA133005CQ1035 National Data Buoy Center Technical Services Contract

From a Program standpoint it appears to me that there are three contract level items that need our attention and I would like to work with you and ask that you develop and execute the necessary contract modifications.

In the first case, I request a contract modification to update the use of certain names through out the body of the contract and the Statement of Objectives (SOO). In October NOAA's Executive Council (NEC) directed that terms Marine Observation Program (MOP) and Marine Observation Network (MON) not be used. The terms MOP and MON were not adequate to describe the size and breadth of the world wide observing systems that NDBC manages, operates and maintains. Consistent with NEC guidance, NOAA and NWS documents and instructions are being updated to remove the terms MOP and MON and introduce the terms:

Delete Marine Observation Program(MOP) Marine Observations Network (MON)	Introduce NOAA/NWS/NDBC Ocean Observing System of Systems (NOOSS) Integrated Ocean Observing System (IOOS)
--	--

The next item involves contract scope and our recent ARB decision. From the program perspective ship time is clearly with in the services initially contemplated under this contract, (other items discussed later). I would like to discuss incorporating into the contract all of the winning offeror's proposal submittals that were not incorporated at contract award. This will include the submittals and support documents to the Mock Task Orders and the Oral Presentations... The complete package clearly demonstrates the thoroughness of the contractor tasking through mock task orders that represent know tasks that would be required during the contract period of performance. These required tasks included system O&M, Technology development, and system expansion and the responses show the detail of the level of understanding required by the contractor to

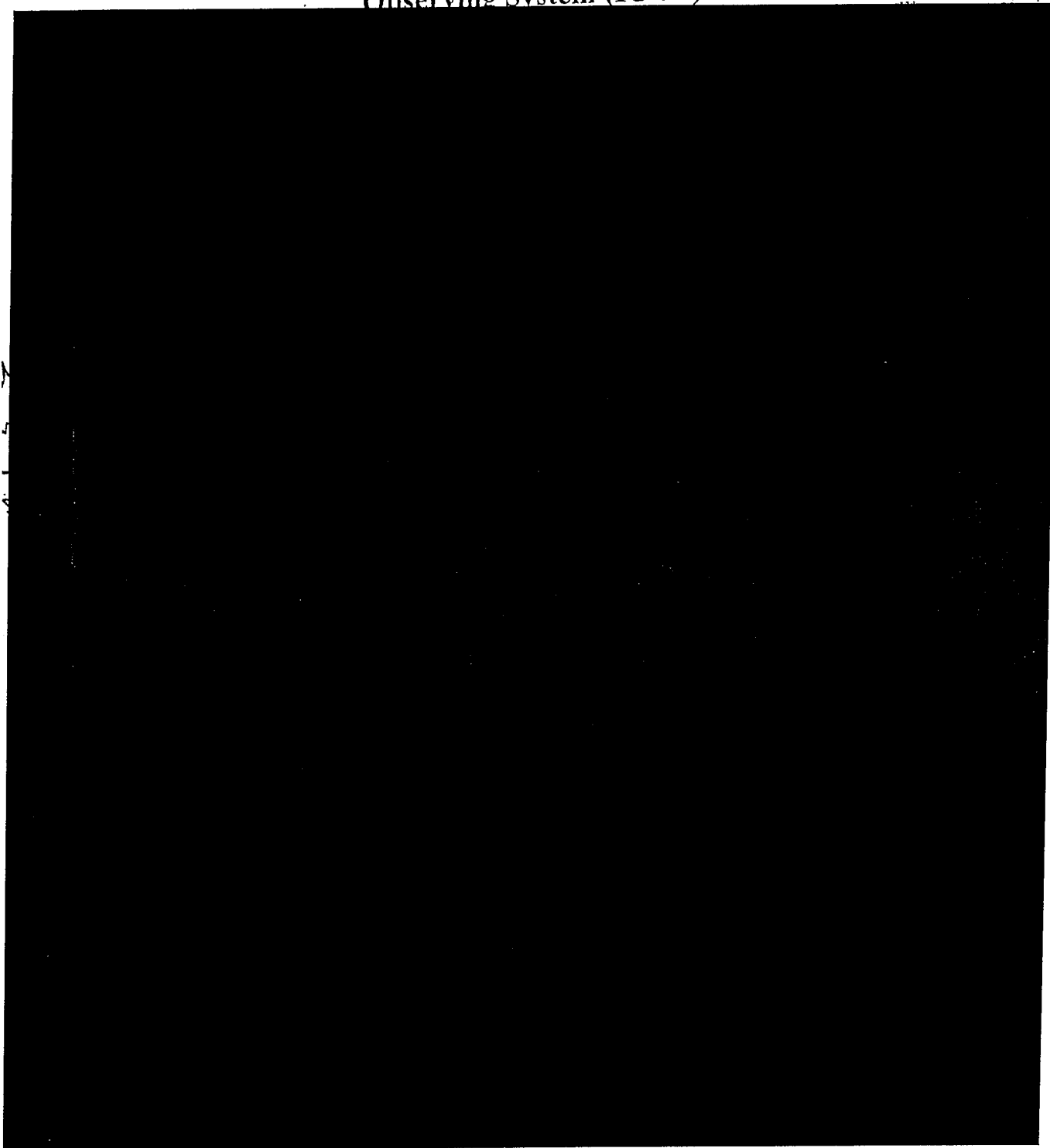


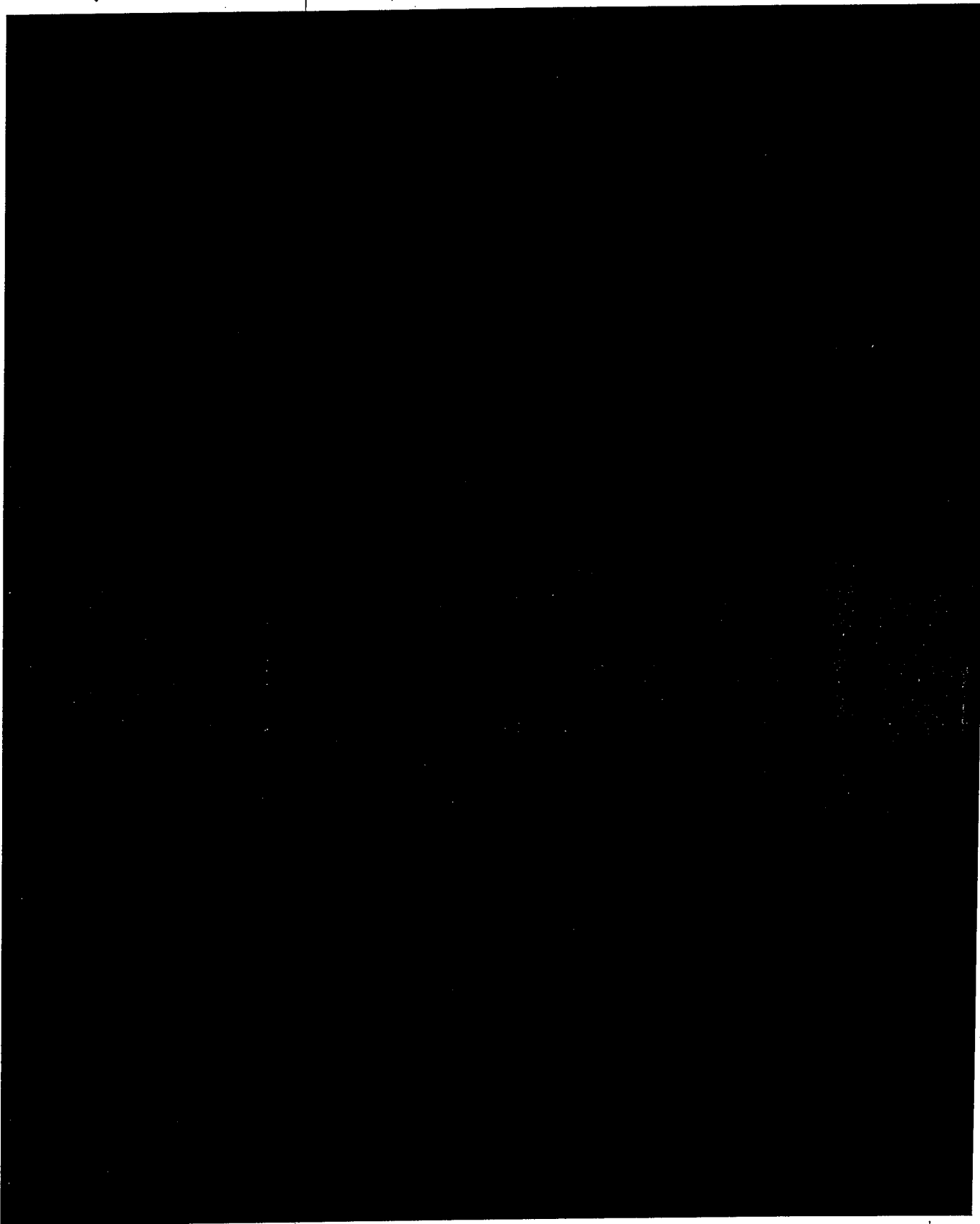
accomplish these tasks and the external requirements and limits that pose risk to successful task completion. I have attached some document that I believe are relevant.

To operate and maintain such worldwide observing systems, NDBC and its support contractor engage and draw resources from NOAA's Planning, Programming, Budgeting and Execution (PPBES) system. The Goal Teams and Program Managers that set funding, resource, and platform availability targets are absolutely integral to the successful operations and maintenance of the NOOSS. Engaging and supporting the NOAA Program offices that allocate and defend any portion of the NOOSS resource base should be directly supported by activities on this contract. In the new division of NOAA Program responsibilities the IOOS Program will for the most part have PPBES responsibilities on NDBC's entire base budget and as such should be supported directly through this contract.

It is logical and consistent that we should not only support the IOOS Program Office but that we should offer support to any designated element of IOOS. I believe this is a general contract scope decision that is support through action we have taken over the last year and a half. These are actions that have been approved by the head of NOAA Acquisitions and Grants. These actions include our support of NCDDC through Task Order 24, as well as our support (in reimbursable projects) for NOS's National Marine Sanctuary Program. Each of these organizations is a recognized element of the IOOS.

**MTO #6: NDBC Technical Service Contract (NTSC) MON  
Expansion and Modernization as Part of the Integrated Ocean  
Observing System (IOOS) Plan**



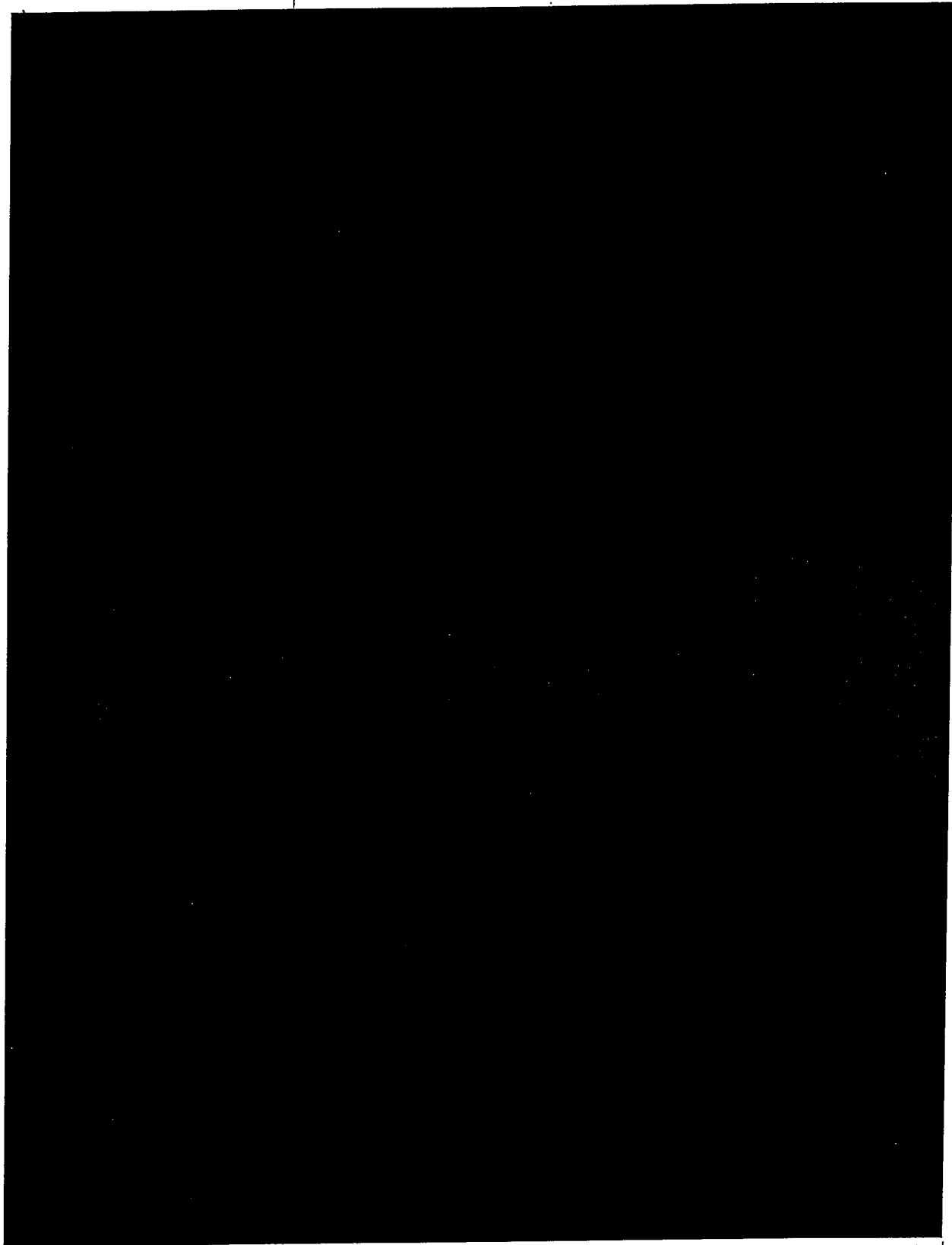


QA1330-05-RP-0001

MTO #6-1:

January 14, 2005 April 12, 2005

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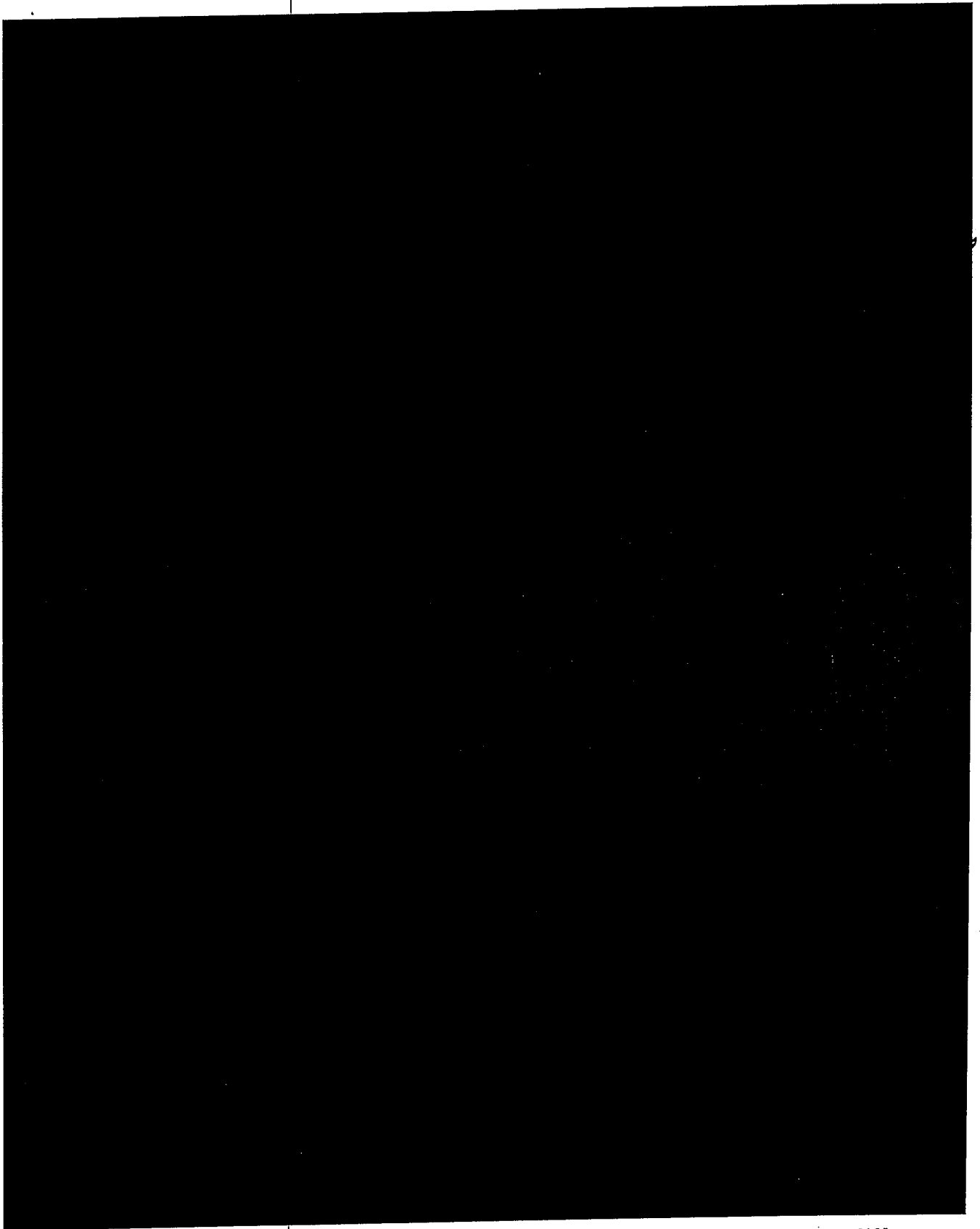
QA1330-05-RP-0001

MTO #6-2

January 14, 2005 April 12, 2005

Use or disclosure of information contained on this sheet is subject to the restrictions on the title page of this proposal or quotation.

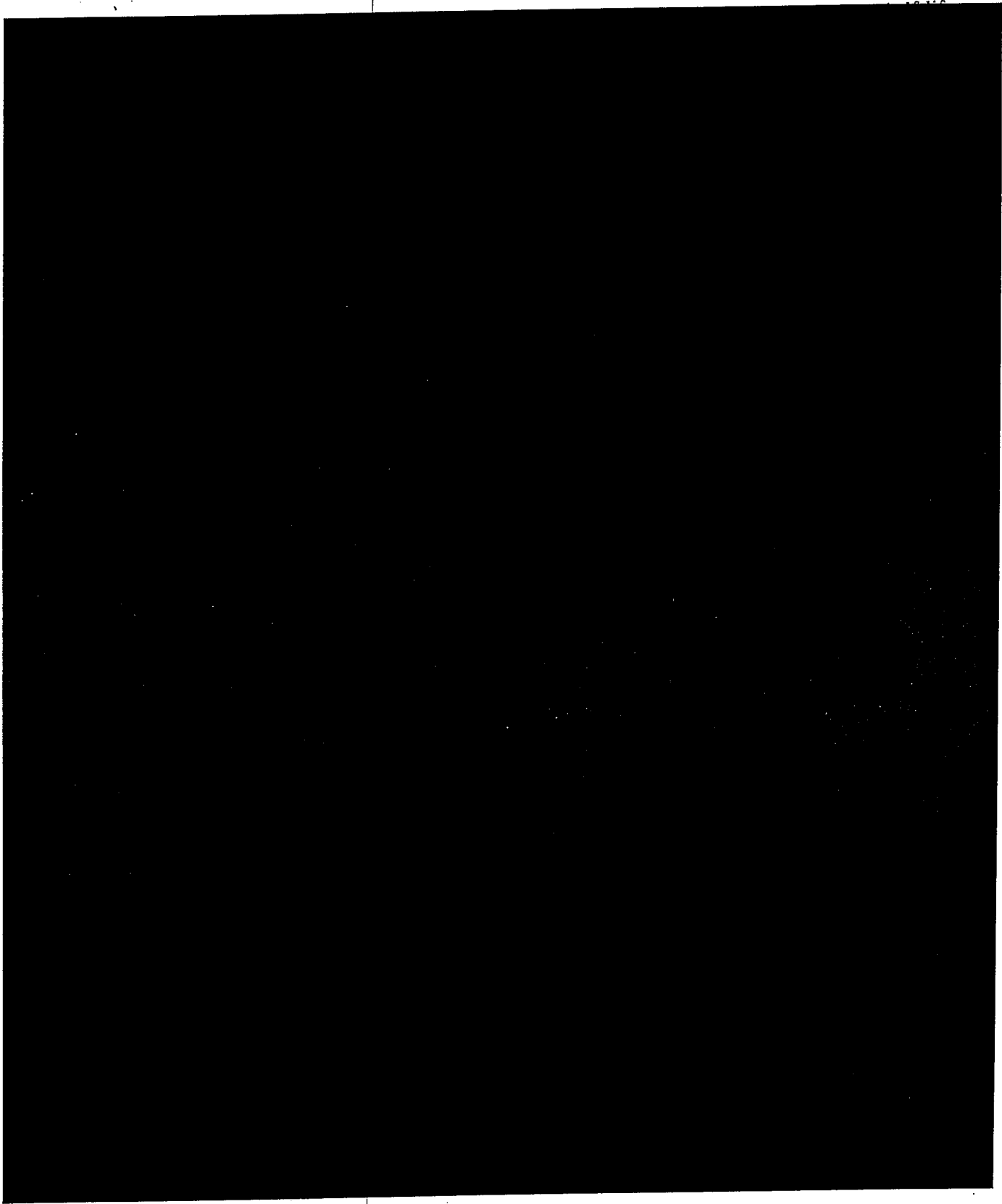


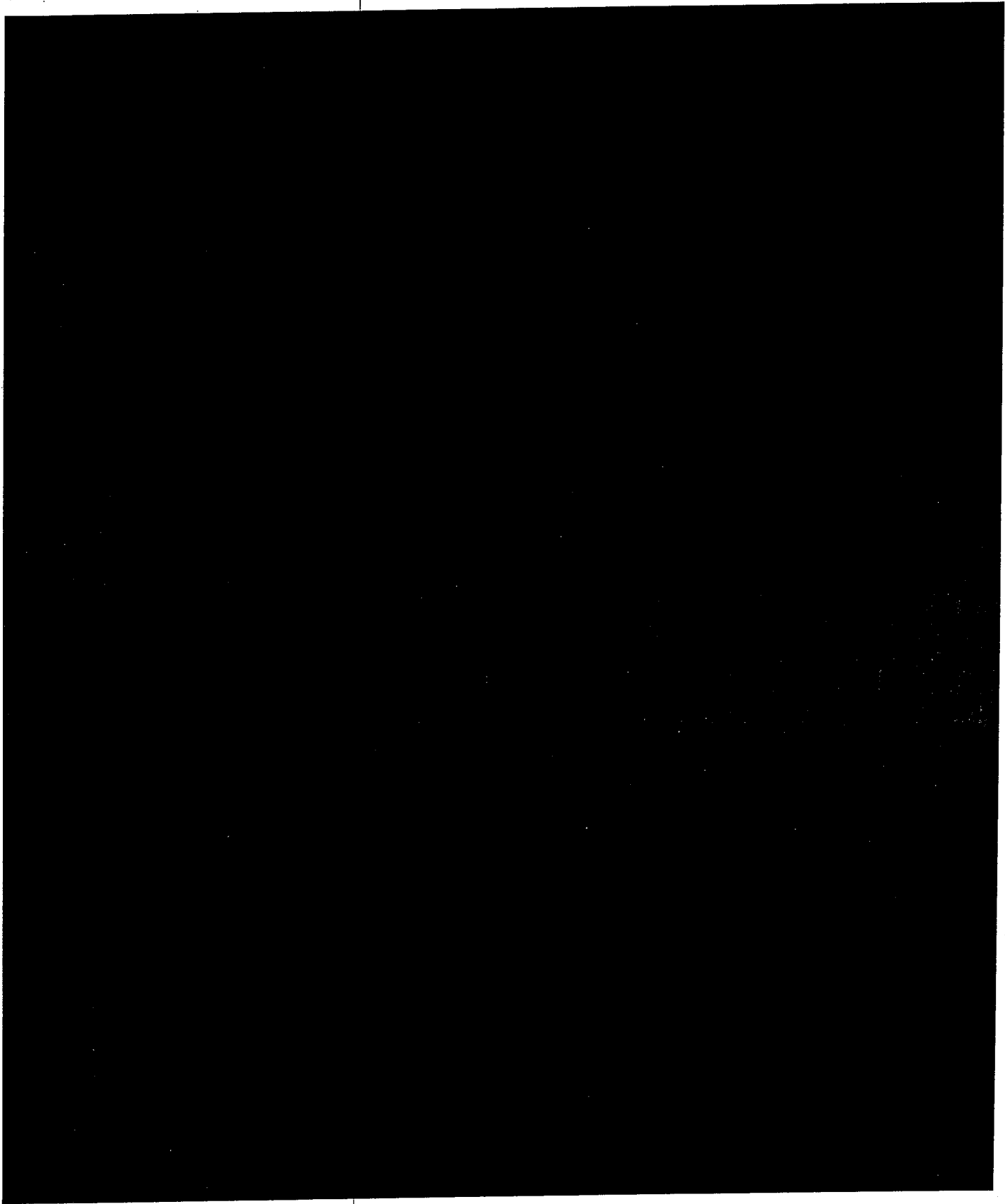


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QA1330-05-RP-0001

MTO #6-8

January 14, 2005

The redaction of information contained on this sheet is subject to the restrictions on the title page of this proposal or contract.

Subject: Re: Fwd: Re: ARB Presentation for NDBC

From: "Paul Moersdorf" <Paul.Moersdorf@noaa.gov>

Date: Fri, 17 Mar 2006 13:52:06 +0000 GMT

To: "Tim Black" <Tim.Black@noaa.gov>, "Dan Henderson" <Dan.Henderson@noaa.gov>, "Glenda Schornick" <Glenda.Schornick@noaa.gov>, "Dan Laurent" <Dan.Laurent@noaa.gov>, "Paul Moersdorf" <Paul.Moersdorf@noaa.gov>

Also the cruises had to be set up well in advance of the start of the contract; short trips can be competitively priced; we did use SAIC; and the tsunami funding was uncertain so the longer term (correct) solution could not be executed.

Can we find explicit reference to ship scheduling in the contract or briefing package from last time?

Sent via BlackBerry from Cingular Wireless

-----Original Message-----

From: "Tim Black" <Tim.Black@noaa.gov>

Date: Fri, 17 Mar 2006 05:53:22

To: "Dan Henderson" <Dan.Henderson@noaa.gov>, "Glenda Schornick" <Glenda.Schornick@noaa.gov>, "Dan Laurent" <Dan.Laurent@noaa.gov>, "Paul Moersdorf" <Paul.Moersdorf@noaa.gov>

Subject: Fwd: Re: ARB Presentation for NDBC

FYI

Glenda: I need help making our final argument. Mike Sade's challenge was that if this activity was originally contemplated in the contract, why have we not used SAIC all along.

Helen's suggestion is to emphasize that we used our traditional approach as long as we could because it was the most cost effective. I need help explaining how SAIC taps into the NOAA tenders and explaining our USCG MOU.

Tim

**Subject:** [Fwd: Re: Updates]  
**From:** "Tim Black" <Tim.Black@noaa.gov>  
**Date:** Fri, 10 Mar 2006 07:46:18 -0600  
**To:** Dan Henderson <Dan.Henderson@noaa.gov>

FYI.

---

**Subject:** Re: Updates  
**From:** Tim Black <Tim.Black@noaa.gov>  
**Date:** Fri, 10 Mar 2006 07:45:17 -0600  
**To:** Helen Hurcombe <helen.hurcombe@noaa.gov>

Helen,

I think your interpretation is right on target!

Thanks,

Tim

Helen Hurcombe wrote:

Tim -

Was thinking about this on my way in this morning. If I interpret the requirement correctly, it is possible that there may be a need for more than one vessel and it is unlikely that a small 8(a) firm would have multiple vessels available at the times we would need them. I would presume we aren't anticipating continuous use of 1 vessel and need will be dependent upon deployment schedule (e.g., we wouldn't be paying for a vessel to sit around in port waiting for us to decide we need their services). We would contract with a firm who could either provide their own vessel or who could reach out and obtain the services of other qualified vessels when the need arose. Is this a correct interpretation? If so, then it is perfectly reasonable for us (SAIC) to contract with a firm who may, in turn, further contract for some of the work to be done and I see nothing wrong with steering the prime contractor/subcontractor to known vessel owners who have vessels that meet our requirement as long as we refer them to any known vessel owners and not just our preferred source.

Let me know if I'm wrong in my interpretation.

By the way, I don't think you're being argumentative. OGC tends to be overly conservative in my opinion and not necessarily aware of "real world" constraints and limitations.

I'll re-read everything over the weekend to make sure I have no further questions and so I can

fully support you at the ARB.

Have a great weekend!

Helen

Tim Black wrote:

Helen,

Thank you for your support. I was telling my co-workers that I have been argumentative lately and I apologize if I have come across that way. I know Mark and Fred have good intentions with their comments.

I think it is safe to say that most disadvantaged businesses don't have expensive, capital assets. In many 8(a) contracts, the disadvantaged businesses will team with other businesses who own the expensive asset(s) (i.e. vessel) to be responsive to the requirement. In my opinion, the whole point of the program is to help these firms get enough experience and capital to become successful business entities with significant assets.

The burden is on me to negotiate a fair and reasonable deal with the acquisition strategy I have proposed. I am willing to take on this challenge.

Tim

Helen Hurcombe wrote:

Tim -

I will send the revised AP and Presentation on to Babs (I have already sent the other stuff). I don't disagree with your solution and will support you. My only concern was Mark's issue that we will be "encouraging" SAIC to subcontract with an ANC for the marine transportation services, but then encouraging the "ANC" to further subcontract to another small business. Is that correct? The issue Mark has is the higher cost we would potentially pay through the multiple layers of subcontractors. That's the issue I think we need to be able to explain.

Helen

Tim Black wrote:

Helen,

I do not agree with our legal team. I have subcontracted for vessels on both the old NTSC contract and the current NTSC contract. Fred approved the modifications to





the old contract to experiment with subcontracting for vessels. I do not understand his objections now????

As far as the scope of our current contract, it specifically states in Section B of my contract:

-----

**B.1 SERVICES TO BE ACQUIRED**

The contractor shall furnish the necessary management, personnel, facilities, and equipment (unless furnished by the Government) to provide Performance-Based Technical Services to Operate and Maintain the Marine Observation Network for the National Data Buoy Center (NDBC) at Stennis Space Center, MS. Services will be defined and priced on individual task orders. Task orders may be firm-fixed price or cost plus fixed fee. Since this is a performance-based contract, incentives and disincentives shall be proposed by the contractor and negotiated/ accepted by the Government on each task order. Further, this contract provides an Award-Term Incentive with measurements proposed by the contractor and negotiated/accepted by the Government. Attached to this solicitation is a Statement of Objectives (SOO). By responding to this solicitation, it is understood and agreed the scope of this effort is in broad terms defined by the SOO. The proposal in response to this solicitation may be incorporated in full or in part into this contract. The NAICS code for this solicitation is 561210-Facility Support Services.

-----

At Industry Day we specifically notified industry that marine services for an expanded network would be a problem they would solve with this contract vehicle. The Statement of Objectives, that I already provided to OGC, specifically states that the vendor will facilitate commercial transportation.

As far as the Small Biz stuff go, FAR Part 19 states the following:

-----

**19.805 -- Competitive 8(a).**

**19.805-1 -- General.**

(a) Except as provided in paragraph (b) of this subsection, an acquisition offered to

the SBA under the 8(a) Program shall be awarded on the basis of competition limited to eligible 8(a) firms if --

(1) There is a reasonable expectation that at least two eligible and responsible 8(a) firms will submit offers and that award can be made at a fair market price; and

(2) The anticipated total value of the contract, including options, will exceed \$5,000,000 for acquisitions assigned manufacturing North American Industry Classification System (NAICS) codes and \$3,000,000 for all other acquisitions.

(b) Where an acquisition exceeds the competitive threshold, the SBA may accept the requirement for a sole source 8(a) award if --

(1) There is not a reasonable expectation that at least two eligible and responsible 8(a) firms will submit offers at a fair market price; or

(2) SBA accepts the requirement on behalf of a concern owned by an Indian tribe or an Alaska Native Corporation.

-----

I have had a conversation with Juene Desmukes about the ANC program and she confirmed my understanding of this program.

The bottom line is that if the ARB says I can't do what I think is the "optimal contracting solution" to this issue, I will have to accept it. I strongly believe that a marine service solution outside of our NTSC's control is a receipt for claims and disputes. I would like the opportunity to make the argument. I want to make it with or without OGC support.

Tim

Re: Updates

Content-Type: message/rfc822

Content-Encoding: 7bit

**Subject:** Fwd: Re: ARB Presentation for NDBC

**From:** "Tim Black" <Tim.Black@noaa.gov>

**Date:** Fri, 17 Mar 2006 05:53:22 -0600

**To:** "Dan Henderson" <Dan.Henderson@noaa.gov>, "Glenda Schornick" <Glenda.Schornick@noaa.gov>, "Dan Laurent" <Dan.Laurent@noaa.gov>, "Paul Moersdorf" <Paul.Moersdorf@noaa.gov>

FYI

Glenda: I need help making our final argument. Mike Sade's challenge was that if this activity was originally contemplated in the contract, why have we not used SAIC all along.

Helen's suggestion is to emphasize that we used our traditional approach as long as we could because it was the most cost effective. I need help explaining how SAIC taps into the NOAA tenders and explaining our USCG MOU.

Tim

---

**Subject:** Re: ARB Presentation for NDBC

**From:** Helen.Hurcombe@noaa.gov

**Date:** Fri, 17 Mar 2006 05:17:04 -0500

**To:** Tim Black <Tim.Black@noaa.gov>

Tim -

No I don't think you pushed too hard. I think you had valid points and I tried to help with my limited knowledge of the specific technical needs. I think your argument was meritorious but DOC OGC always seems to take a very conservative tact and I can't really blame Mike for concurring with them (e.g., he doesn't want to buck his attorneys). I think we should pull together what we can to make a final argument but also plan that they are going to be resistant and assume we'll have to solicit other than SAIC. I think to answer Mike's question of why we haven't done this before under the contract we want to stress that we used the lowest cost alternative wherever possible (e.g., MOU with Coast Guard or used NOAA vessels or partner vessels; when that didn't work we tried the commercial marketplace and didn't have overwhelming success with that). Might want to touch base with Heide since she does some charters particularly on the West Coast and she might have some experience with difficulty obtaining charters from qualified sources.

I felt badly for you since you were making a good argument and they didn't really seem receptive to anything. The other two presentations were also somewhat argumentative. I'm not sure what dynamic is playing out here, but DOC Budget has been really contentious lately-- don't know whether it because they got overruled on one case or whether they are just in a NOAA-bashing mood.

Let me know if I can help in any way. Have a good weekend.

Helen.

----- Original Message -----

**From:** Tim Black <Tim.Black@noaa.gov>

**Date:** Thursday, March 16, 2006 11:26 pm

Subject: ARB Presentation for NDBC

Helen,

Thank you for allowing me to make the argument on the Marine Svs Task Order. I hope I did not seem too argumentative or stubborn. If you have some constructive feedback, I am interested. After the meeting, I felt like I may have pushed too hard.

As far as advertising to incorporate the work into the contract, I am not sure that is a good strategy. We have consistently set aside this type of work for the last couple of years. I cannot imagine the amount of interest I will receive from the small business community if I try to add it as a sole source increase in scope to SAIC. I am thinking that if the consensus is this is out of scope, I will have to re-write the strategy entirely and develop all new milestones.

I plan to pull together additional information on Monday. I have a CD Rom with the SAIC Technical Proposal from the Re-Compete. I also plan to put together a talking paper on how we currently use NOAA tenders for moving buoys from NDBC to their deployment sites and why marine services are not available through our traditional logistics infrastructure.

Any feedback or suggestions you have are very much appreciated.

Best Regards,

Tim

Re: ARB Presentation for NDBC.eml

Content-Type: message/rfc822

Content-Encoding: 7bit

05-2103 DC, DISTRICT-WIDE

WAGE DETERMINATION NO: 05-2103 REV (02) AREA: DC, DISTRICT-WIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:05-2104

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross  
Director

Division of  
Wage Determinations

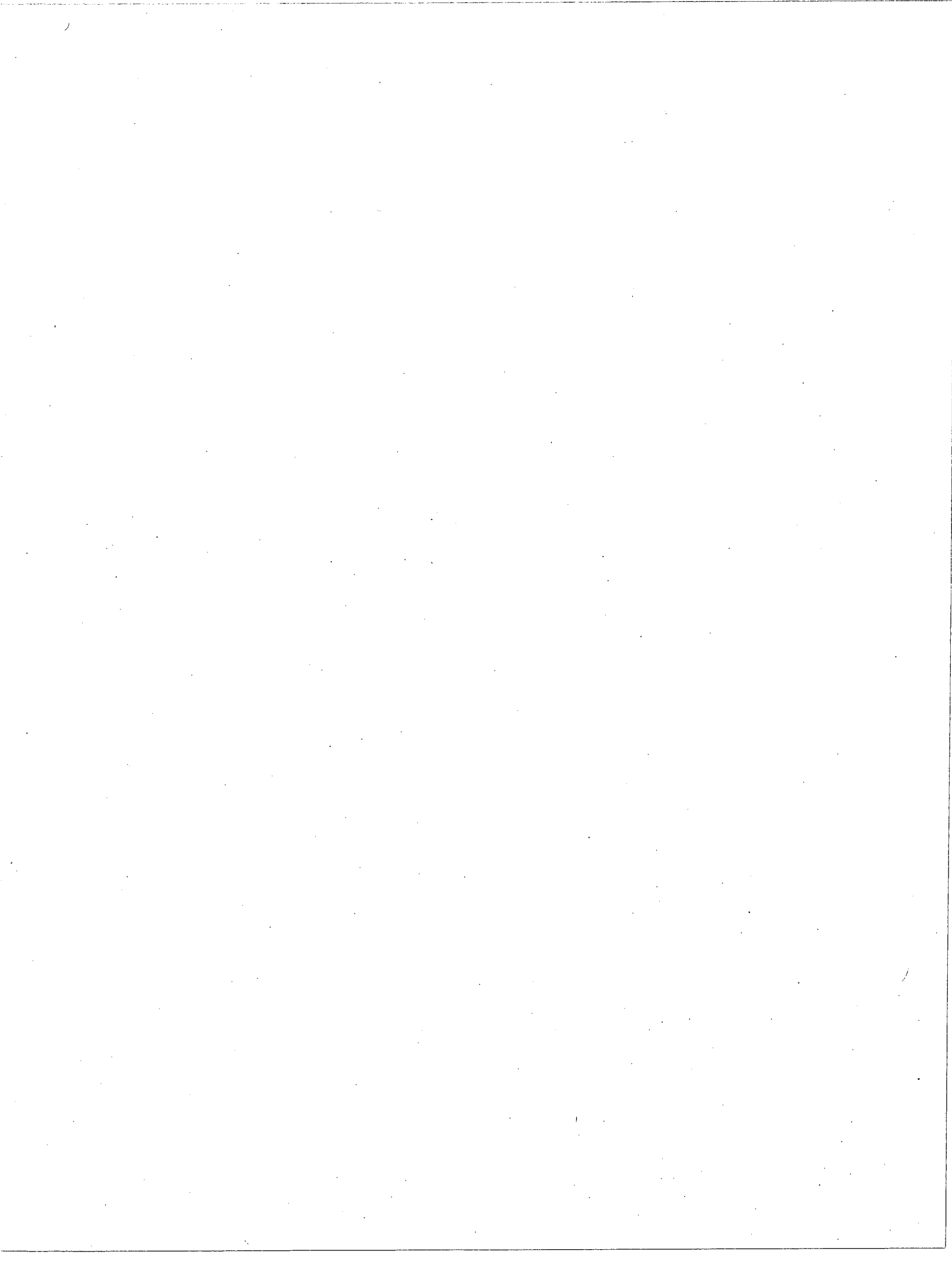
Wage Determination No.: 2005-2103  
Revision No.: 2  
Date Of Revision: 11/07/2006

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide  
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St  
Mary's  
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King  
George, Loudoun, Prince William, Stafford

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	13.79
01011 - Accounting Clerk I	15.49
01012 - Accounting Clerk II	17.32
01013 - Accounting Clerk III	21.45
01020 - Administrative Assistant	17.49
01040 - Court Reporter	12.67
01051 - Data Entry Operator I	13.82
01052 - Data Entry Operator II	16.50
01060 - Dispatcher, Motor Vehicle	12.75
01070 - Document Preparation Clerk	12.75
01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	15.32
01112 - General Clerk II	18.74
01113 - General Clerk III	20.84
01120 - Housing Referral Assistant	10.23
01141 - Messenger Courier	14.74
01191 - Order Clerk I	16.29
01192 - Order Clerk II	15.45
01261 - Personnel Assistant (Employment) I	17.49
01262 - Personnel Assistant (Employment) II	20.84
01263 - Personnel Assistant (Employment) III	20.78
01270 - Production Control Clerk	12.29
01280 - Receptionist	15.45
01290 - Rental Clerk	15.45
01300 - Scheduler, Maintenance	16.11
01311 - Secretary I	17.61
01312 - Secretary II	20.84
01313 - Secretary III	15.82
01320 - Service Order Dispatcher	



01410 - Supply Technician	21.45
01420 - Survey Worker	17.49
01531 - Travel Clerk I	11.69
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.50
01611 - Word Processor I	13.76
01612 - Word Processor II	15.45
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.49
05010 - Automotive Electrician	19.43
05040 - Automotive Glass Installer	18.31
05070 - Automotive Worker	18.31
05110 - Mobile Equipment Servicer	15.74
05130 - Motor Equipment Metal Mechanic	20.48
05160 - Motor Equipment Metal Worker	18.31
05190 - Motor Vehicle Mechanic	20.48
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	18.31
05310 - Painter, Automotive	19.43
05340 - Radiator Repair Specialist	18.31
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	20.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.88
07042 - Cook II	13.18
07070 - Dishwasher	9.76
07130 - Food Service Worker	10.25
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	8.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09080 - Furniture Refinisher	18.05
09090 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	15.70
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.81
11240 - Maid or Houseman	10.41
11260 - Pruner	10.89
11270 - Tractor Operator	14.19
11330 - Trail Maintenance Worker	11.81
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	16.06
12012 - Certified Occupational Therapist Assistant	19.99
12015 - Certified Physical Therapist Assistant	19.99
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	40.68
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34

12040 - Emergency Medical Technician	16.06
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.18
12073 - Licensed Practical Nurse III	21.38
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	16.96
12160 - Medical Record Clerk	14.96
12190 - Medical Record Technician	16.47
12195 - Medical Transcriptionist	14.96
12210 - Nuclear Medicine Technologist	28.69
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	15.15
12236 - Optical Technician	13.10
12250 - Pharmacy Technician	14.32
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	17.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.07
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	24.54
13050 - Library Aide/Clerk	11.38
13054 - Library Information Technology Systems Administrator	22.15
13058 - Library Technician	17.88
13061 - Media Specialist I	15.99
13062 - Media Specialist II	17.88
13063 - Media Specialist III	19.94
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
13110 - Video Teleconference Technician	15.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.45
14042 - Computer Operator II	17.49
14043 - Computer Operator III	19.50
14044 - Computer Operator IV	21.67
14045 - Computer Operator V	24.00
14071 - Computer Programmer I (1)	21.60
14072 - Computer Programmer II (1)	25.66
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.45



14160 - Personal Computer Support Technician	21.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	40.64
15030 - Air Crew Training Devices Instructor (Pilot)	46.05
15050 - Computer Based Training Specialist / Instructor	31.26
15060 - Educational Technologist	27.99
15070 - Flight Instructor (Pilot)	46.05
15080 - Graphic Artist	23.02
15090 - Technical Instructor	21.70
15095 - Technical Instructor/Course Developer	26.54
15110 - Test Proctor	17.31
15120 - Tutor	17.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.71
16030 - Counter Attendant	8.71
16040 - Dry Cleaner	11.10
16070 - Finisher, Flatwork, Machine	8.71
16090 - Presser, Hand	8.71
16110 - Presser, Machine, Drycleaning	8.71
16130 - Presser, Machine, Shirts	8.71
16160 - Presser, Machine, Wearing Apparel, Laundry	8.71
16190 - Sewing Machine Operator	11.90
16220 - Tailor	12.63
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.95
19040 - Tool And Die Maker	23.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.25
21030 - Material Coordinator	20.54
21040 - Material Expediter	20.54
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.21
21080 - Production Line Worker (Food Processing)	16.25
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	9.96
21150 - Stock Clerk	14.35
21210 - Tools And Parts Attendant	16.99
21410 - Warehouse Specialist	16.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.35
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	15.10
23050 - Aircraft, Painter	21.29
23060 - Aircraft Servicer	17.82
23080 - Aircraft Worker	18.09
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.77
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Layer	18.70
23160 - Electrician, Maintenance	24.85
23181 - Electronics Technician Maintenance I	21.36
23182 - Electronics Technician Maintenance II	22.80
23183 - Electronics Technician Maintenance III	24.02
23260 - Fabric Worker	17.90

23290 - Fire Alarm System Mechanic	21.46
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	19.01
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	17.82
23382 - Ground Support Equipment Worker	18.09
23391 - Gunsmith I	16.50
23392 - Gunsmith II	19.18
23393 - Gunsmith III	21.46
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.99
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
22.12	
23430 - Heavy Equipment Mechanic	21.46
23440 - Heavy Equipment Operator	21.46
23460 - Instrument Mechanic	21.46
23465 - Laboratory/Shelter Mechanic	20.36
23470 - Laborer	14.27
23510 - Locksmith	19.17
23530 - Machinery Maintenance Mechanic	21.46
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	15.10
23591 - Metrology Technician I	21.46
23592 - Metrology Technician II	22.61
23593 - Metrology Technician III	23.72
23640 - Millwright	23.30
23710 - Office Appliance Repairer	20.36
23760 - Painter, Maintenance	20.36
23790 - Pipefitter, Maintenance	22.76
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	21.46
23850 - Rigger	21.46
23870 - Scale Mechanic	19.18
23890 - Sheet-Metal Worker, Maintenance	21.46
23910 - Small Engine Mechanic	20.05
23931 - Telecommunications Mechanic I	24.43
23932 - Telecommunications Mechanic II	25.75
23950 - Telephone Lineman	22.21
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	21.46
23970 - Woodcraft Worker	21.46
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.58
24580 - Child Care Center Clerk	16.15
24610 - Chore Aide	9.58
24620 - Family Readiness And Support Services Coordinator	12.95
24630 - Homemaker	16.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.06
25040 - Sewage Plant Operator	20.08
25070 - Stationary Engineer	24.06
25190 - Ventilation Equipment Tender	16.76
25210 - Water Treatment Plant Operator	20.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.19
27007 - Baggage Inspector	11.51
27008 - Corrections Officer	18.75
27010 - Court Security Officer	21.42

27030 - Detection Dog Handler	16.67
27040 - Detention Officer	18.75
27070 - Firefighter	21.58
27101 - Guard I	11.51
27102 - Guard II	16.67
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.30
28043 - Carnival Equipment Worker	8.40
28210 - Gate Attendant/Gate Tender	12.68
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	14.18
28510 - Recreation Aide/Health Facility Attendant	10.35
28515 - Recreation Specialist	17.57
28630 - Sports Official	11.29
28690 - Swimming Pool Operator	15.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.55
29020 - Hatch Tender	20.55
29030 - Line Handler	20.55
29041 - Stevedore I	19.18
29042 - Stevedore II	21.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.82
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.68
30021 - Archeological Technician I	16.92
30022 - Archeological Technician II	18.85
30023 - Archeological Technician III	23.53
30030 - Cartographic Technician	24.62
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.77
30062 - Drafter/CAD Operator II	19.87
30063 - Drafter/CAD Operator III	22.15
30064 - Drafter/CAD Operator IV	25.66
30081 - Engineering Technician I	18.80
30082 - Engineering Technician II	21.11
30083 - Engineering Technician III	23.61
30084 - Engineering Technician IV	29.26
30085 - Engineering Technician V	35.26
30086 - Engineering Technician VI	43.30
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	20.42
30240 - Mathematical Technician	24.62
30361 - Paralegal/Legal Assistant I	20.03
30362 - Paralegal/Legal Assistant II	24.82
30363 - Paralegal/Legal Assistant III	30.35
30364 - Paralegal/Legal Assistant IV	36.73
30390 - Photo-Optics Technician	24.62
30461 - Technical Writer I	20.25
30462 - Technical Writer II	24.77
30463 - Technical Writer III	29.97
30491 - Unexploded Ordnance (UXO) Technician I	21.49
30492 - Unexploded Ordnance (UXO) Technician II	26.00
30493 - Unexploded Ordnance (UXO) Technician III	31.17
30494 - Unexploded (UXO) Safety Escort	21.49
30495 - Unexploded (UXO) Sweep Personnel	21.49
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	20.13



30621 - Weather Observer, Senior (3)	21.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.90
31030 - Bus Driver	15.95
31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	8.67
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	13.89
31362 - Truckdriver, Medium	17.09
31363 - Truckdriver, Heavy	18.40
31364 - Truckdriver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	9.78
99095 - Embalmer	21.77
99251 - Laboratory Animal Caretaker I	10.47
99252 - Laboratory Animal Caretaker II	10.85
99310 - Mortician	27.25
99410 - Pest Controller	13.74
99510 - Photofinishing Worker	11.29
99710 - Recycling Laborer	14.50
99711 - Recycling Specialist	17.02
99730 - Refuse Collector	12.86
99810 - Sales Clerk	11.13
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	19.16
99831 - Surveying Aide	11.91
99832 - Surveying Technician	18.21
99840 - Vending Machine Attendant	11.46
99841 - Vending Machine Repairer	14.88
99842 - Vending Machine Repairer Helper	11.46

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

# REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



05-2301 MS, PASCAGOULA

WAGE DETERMINATION NO.: 05-2301 REV (03) AREA: MS, PASCAGOULA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:05-2302

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross  
Director

Division of  
Wage Determinations

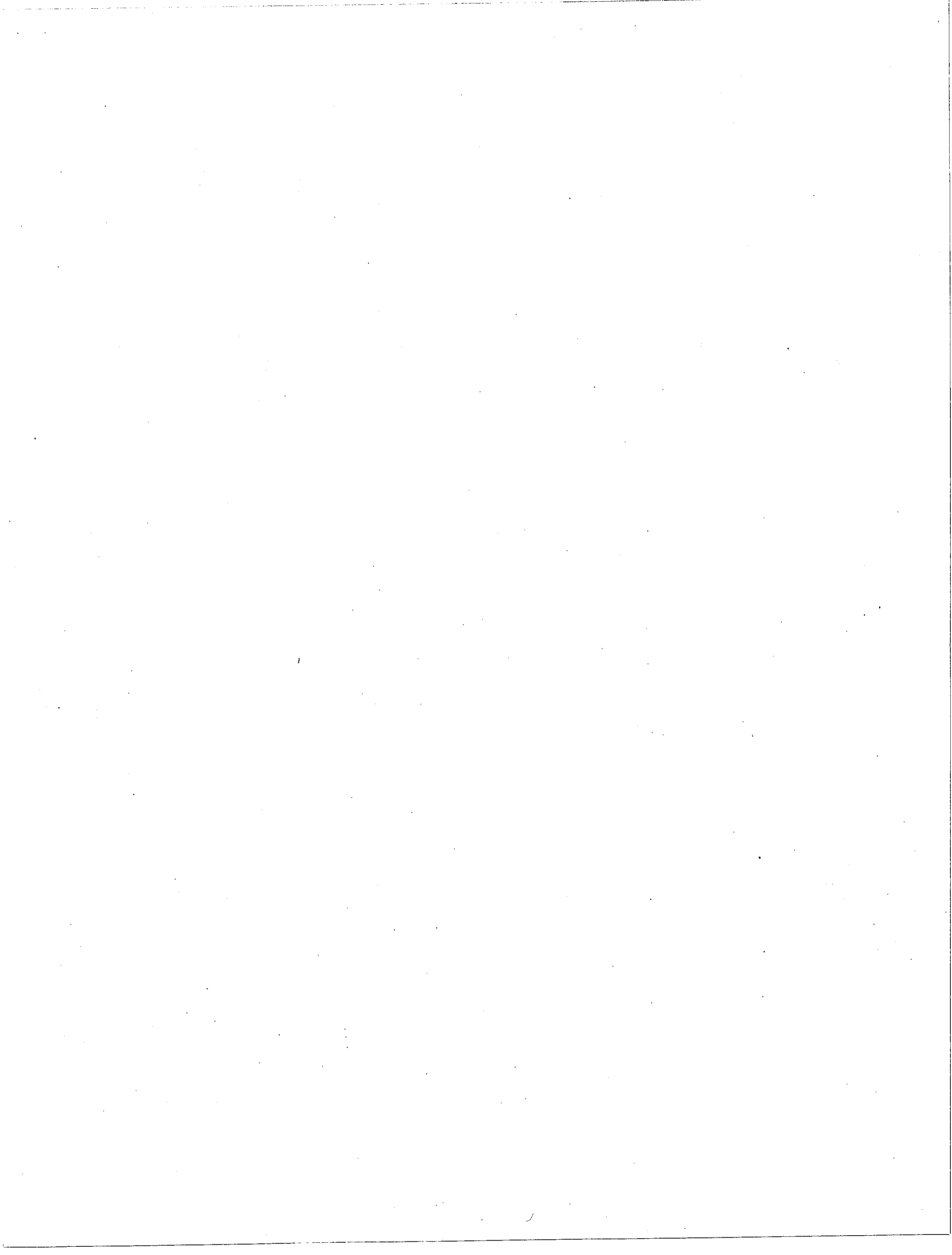
Wage Determination No.: 2005-2301  
Revision No.: 3  
Date Of Revision: 02/14/2007

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	11.36
01011 - Accounting Clerk I	13.71
01012 - Accounting Clerk II	16.77
01013 - Accounting Clerk III	17.46
01020 - Administrative Assistant	14.26
01040 - Court Reporter	9.78
01051 - Data Entry Operator I	10.98
01052 - Data Entry Operator II	12.53
01060 - Dispatcher, Motor Vehicle	10.28
01070 - Document Preparation Clerk	10.28
01090 - Duplicating Machine Operator	10.16
01111 - General Clerk I	11.08
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01263 - Personnel Assistant (Employment) III	16.98
01270 - Production Control Clerk	9.06
01280 - Receptionist	9.56
01290 - Rental Clerk	11.39
01300 - Scheduler, Maintenance	11.39
01311 - Secretary I	14.26
01312 - Secretary II	16.05
01313 - Secretary III	10.02
01320 - Service Order Dispatcher	16.80
01410 - Supply Technician	12.10
01420 - Survey Worker	10.30
01531 - Travel Clerk I	10.93
01532 - Travel Clerk II	



05-2301 MS, PASCAGOULA

WAGE DETERMINATION NO: 05-2301 REV (03) AREA: MS, PASCAGOULA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:05-2302

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 2005-2301  
Revision No.: 3  
Date Of Revision: 02/14/2007

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

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01000 - Administrative Support And Clerical Occupations	
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01020 - Administrative Assistant	17.46
01040 - Court Reporter	14.26
01051 - Data Entry Operator I	9.78
01052 - Data Entry Operator II	10.98
01060 - Dispatcher, Motor Vehicle	12.53
01070 - Document Preparation Clerk	10.28
01090 - Duplicating Machine Operator	10.28
01111 - General Clerk I	10.16
01112 - General Clerk II	11.08
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.05
01141 - Messenger Courier	8.87
01191 - Order Clerk I	10.99
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.36
01262 - Personnel Assistant (Employment) II	14.37
01263 - Personnel Assistant (Employment) III	15.98
01270 - Production Control Clerk	16.98
01280 - Receptionist	9.06
01290 - Rental Clerk	9.56
01300 - Scheduler, Maintenance	11.39
01311 - Secretary I	11.39
01312 - Secretary II	14.26
01313 - Secretary III	16.05
01320 - Service Order Dispatcher	10.02
01410 - Supply Technician	16.80
01420 - Survey Worker	12.10
01531 - Travel Clerk I	10.30
01532 - Travel Clerk II	10.93
01533 - Travel Clerk III	11.51
01611 - Word Processor I	12.09
01612 - Word Processor II	13.59
01613 - Word Processor III	15.17
05000 - Automotive Service Occupations	

01533 - Travel Clerk III	11.51
01611 - Word Processor I	12.09
01612 - Word Processor II	13.59
01613 - Word Processor III	15.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.05
05010 - Automotive Electrician	14.60
05040 - Automotive Glass Installer	14.03
05070 - Automotive Worker	14.03
05110 - Mobile Equipment Servicer	12.86
05130 - Motor Equipment Metal Mechanic	15.17
05160 - Motor Equipment Metal Worker	14.03
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	12.32
05250 - Motor Vehicle Upholstery Worker	13.45
05280 - Motor Vehicle Wrecker	14.03
05310 - Painter, Automotive	14.60
05340 - Radiator Repair Specialist	14.03
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	15.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.09
07041 - Cook I	10.17
07042 - Cook II	11.09
07070 - Dishwasher	8.41
07130 - Food Service Worker	8.41
07210 - Meat Cutter	11.42
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.00
09040 - Furniture Handler	11.91
09080 - Furniture Refinisher	15.00
09090 - Furniture Refinisher Helper	12.67
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.41
11060 - Elevator Operator	8.41
11090 - Gardener	10.41
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.94
11260 - Pruner	8.31
11270 - Tractor Operator	10.52
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.49
12000 - Health Occupations	
12010 - Ambulance Driver	13.21
12011 - Breath Alcohol Technician	12.62
12012 - Certified Occupational Therapist Assistant	15.13
12015 - Certified Physical Therapist Assistant	15.13
12020 - Dental Assistant	11.15
12025 - Dental Hygienist	18.44
12030 - EKG Technician	19.32
12035 - Electroneurodiagnostic Technologist	19.32
12040 - Emergency Medical Technician	13.21
12071 - Licensed Practical Nurse I	11.84
12072 - Licensed Practical Nurse II	13.30
12073 - Licensed Practical Nurse III	14.87

12100 - Medical Assistant	10.38
12130 - Medical Laboratory Technician	13.84
12160 - Medical Record Clerk	11.36
12190 - Medical Record Technician	12.93
12195 - Medical Transcriptionist	11.36
12210 - Nuclear Medicine Technologist	27.74
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	9.53
12223 - Nursing Assistant III	11.54
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	11.85
12236 - Optical Technician	10.59
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12305 - Radiologic Technologist	19.21
12311 - Registered Nurse I	19.19
12312 - Registered Nurse II	23.46
12313 - Registered Nurse II, Specialist	23.46
12314 - Registered Nurse III	24.88
12315 - Registered Nurse III, Anesthetist	28.40
12316 - Registered Nurse IV	34.03
12317 - Scheduler (Drug and Alcohol Testing)	15.64
13000 - Information And Arts Occupations	16.53
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.61
13013 - Exhibits Specialist III	16.46
13041 - Illustrator I	20.10
13042 - Illustrator II	25.61
13043 - Illustrator III	20.55
13047 - Librarian	7.76
13050 - Library Aide/Clerk	19.32
13054 - Library Information Technology Systems Administrator	11.00
13058 - Library Technician	12.23
13061 - Media Specialist I	14.98
13062 - Media Specialist II	16.70
13063 - Media Specialist III	12.20
13071 - Photographer I	14.04
13072 - Photographer II	17.06
13073 - Photographer III	21.74
13074 - Photographer IV	23.96
13075 - Photographer V	13.39
13110 - Video Teleconference Technician	
14000 - Information Technology Occupations	12.78
14041 - Computer Operator I	15.68
14042 - Computer Operator II	18.30
14043 - Computer Operator III	19.47
14044 - Computer Operator IV	21.50
14045 - Computer Operator V	17.82
14071 - Computer Programmer I (1)	22.02
14072 - Computer Programmer II (1)	26.47
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	25.26
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	12.78
14150 - Peripheral Equipment Operator	19.47
14160 - Personal Computer Support Technician	
15000 - Instructional Occupations	25.26
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.15
15020 - Aircrew Training Devices Instructor (Rated)	

15030 - Air Crew Training Devices Instructor (Pilot)	27.41
15050 - Computer Based Training Specialist / Instructor	25.26
15060 - Educational Technologist	24.38
15070 - Flight Instructor (Pilot)	30.15
15080 - Graphic Artist	19.07
15090 - Technical Instructor	17.37
15095 - Technical Instructor/Course Developer	21.24
15110 - Test Proctor	14.01
15120 - Tutor	14.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	7.96
16010 - Assembler	7.96
16030 - Counter Attendant	9.21
16040 - Dry Cleaner	7.96
16070 - Finisher, Flatwork, Machine	7.96
16090 - Presser, Hand	7.96
16110 - Presser, Machine, Drycleaning	7.96
16130 - Presser, Machine, Shirts	7.96
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77
16190 - Sewing Machine Operator	10.30
16220 - Tailor	8.31
16250 - Washer, Machine	
19000 - Machine Tool Operation And Repair Occupations	16.67
19010 - Machine-Tool Operator (Tool Room)	19.20
19040 - Tool And Die Maker	
21000 - Materials Handling And Packing Occupations	12.81
21020 - Forklift Operator	15.06
21030 - Material Coordinator	15.06
21040 - Material Expediter	10.11
21050 - Material Handling Laborer	10.73
21071 - Order Filler	12.81
21080 - Production Line Worker (Food Processing)	11.95
21110 - Shipping Packer	11.42
21130 - Shipping/Receiving Clerk	12.55
21140 - Store Worker I	14.63
21150 - Stock Clerk	12.81
21210 - Tools And Parts Attendant	12.81
21410 - Warehouse Specialist	
23000 - Mechanics And Maintenance And Repair Occupations	21.33
23010 - Aerospace Structural Welder	20.31
23021 - Aircraft Mechanic I	21.33
23022 - Aircraft Mechanic II	22.40
23023 - Aircraft Mechanic III	16.50
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft, Painter	18.01
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	15.97
23110 - Appliance Mechanic	12.36
23120 - Bicycle Repairer	21.80
23125 - Cable Splicer	15.40
23130 - Carpenter, Maintenance	14.15
23140 - Carpet Layer	18.11
23160 - Electrician, Maintenance	17.64
23181 - Electronics Technician Maintenance I	18.61
23182 - Electronics Technician Maintenance II	20.22
23183 - Electronics Technician Maintenance III	15.73
23260 - Fabric Worker	17.57
23290 - Fire Alarm System Mechanic	15.07
23310 - Fire Extinguisher Repairer	17.57
23311 - Fuel Distribution System Mechanic	15.07
23312 - Fuel Distribution System Operator	

23370 - General Maintenance Worker	13.96
23380 - Ground Support Equipment Mechanic	20.31
23381 - Ground Support Equipment Servicer	18.01
23382 - Ground Support Equipment Worker	18.80
23391 - Gunsmith I	15.07
23392 - Gunsmith II	16.37
23393 - Gunsmith III	17.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
16.05	16.79
23430 - Heavy Equipment Mechanic	15.09
23440 - Heavy Equipment Operator	17.57
23460 - Instrument Mechanic	16.98
23465 - Laboratory/Shelter Mechanic	10.21
23470 - Laborer	16.05
23510 - Locksmith	18.58
23530 - Machinery Maintenance Mechanic	17.57
23550 - Machinist, Maintenance	13.84
23580 - Maintenance Trades Helper	17.57
23591 - Metrology Technician I	18.17
23592 - Metrology Technician II	18.70
23593 - Metrology Technician III	19.82
23640 - Millwright	16.13
23710 - Office Appliance Repairer	14.52
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	16.75
23810 - Plumber, Maintenance	17.57
23820 - Pneudraulic Systems Mechanic	17.57
23850 - Rigger	16.37
23870 - Scale Mechanic	16.61
23890 - Sheet-Metal Worker, Maintenance	13.96
23910 - Small Engine Mechanic	18.82
23931 - Telecommunications Mechanic I	21.72
23932 - Telecommunications Mechanic II	18.82
23950 - Telephone Lineman	17.57
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	17.57
23970 - Woodcraft Worker	15.07
23980 - Woodworker	
24000 - Personal Needs Occupations	7.52
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	8.37
24610 - Chore Aide	11.74
24620 - Family Readiness And Support Services Coordinator	11.08
24630 - Homemaker	
25000 - Plant And System Operations Occupations	18.70
25010 - Boiler Tender	14.66
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	13.84
25190 - Ventilation Equipment Tender	14.52
25210 - Water Treatment Plant Operator	
27000 - Protective Service Occupations	12.35
27004 - Alarm Monitor	9.07
27007 - Baggage Inspector	11.87
27008 - Corrections Officer	13.73
27010 - Court Security Officer	13.94
27030 - Detection Dog Handler	12.79
27040 - Detention Officer	15.28
27070 - Firefighter	9.07
27101 - Guard I	

27102 - Guard II	13.94
27131 - Police Officer I	14.75
27132 - Police Officer II	16.12
28000 - Recreation Occupations	10.73
28041 - Carnival Equipment Operator	12.29
28042 - Carnival Equipment Repairer	9.25
28043 - Carnival Equipment Worker	12.14
28210 - Gate Attendant/Gate Tender	10.82
28310 - Lifeguard	13.58
28350 - Park Attendant (Aide)	9.91
28510 - Recreation Aide/Health Facility Attendant	16.21
28515 - Recreation Specialist	10.82
28630 - Sports Official	13.43
28690 - Swimming Pool Operator	
29000 - Stevedoring/Longshoremen Occupational Services	16.99
29010 - Blocker And Bracer	16.37
29020 - Hatch Tender	16.37
29030 - Line Handler	16.28
29041 - Stevedore I	17.65
29042 - Stevedore II	
30000 - Technical Occupations	32.38
30010 - Air Traffic Control Specialist, Center (HFO) (2)	22.33
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.59
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	16.28
30021 - Archeological Technician I	18.25
30022 - Archeological Technician II	22.56
30023 - Archeological Technician III	24.35
30030 - Cartographic Technician	14.65
30040 - Civil Engineering Technician	16.94
30061 - Drafter/CAD Operator I	20.60
30062 - Drafter/CAD Operator II	21.32
30063 - Drafter/CAD Operator III	26.24
30064 - Drafter/CAD Operator IV	13.93
30081 - Engineering Technician I	16.16
30082 - Engineering Technician II	18.58
30083 - Engineering Technician III	22.62
30084 - Engineering Technician IV	28.80
30085 - Engineering Technician V	31.74
30086 - Engineering Technician VI	23.70
30090 - Environmental Technician	18.70
30210 - Laboratory Technician	22.31
30240 - Mathematical Technician	15.09
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.64
30363 - Paralegal/Legal Assistant III	27.37
30364 - Paralegal/Legal Assistant IV	22.04
30390 - Photo-Optics Technician	19.18
30461 - Technical Writer I	23.43
30462 - Technical Writer II	28.37
30463 - Technical Writer III	20.58
30491 - Unexploded Ordnance (UXO) Technician I	24.90
30492 - Unexploded Ordnance (UXO) Technician II	29.85
30493 - Unexploded Ordnance (UXO) Technician III	20.58
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	18.89
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	20.94
30621 - Weather Observer, Senior (3)	
31000 - Transportation/Mobile Equipment Operation Occupations	7.93
31020 - Bus Aide	12.64
31030 - Bus Driver	



31043 - Driver Courier	10.25
31260 - Parking and Lot Attendant	7.06
31290 - Shuttle Bus Driver	10.99
31310 - Taxi Driver	9.99
31361 - Truckdriver, Light	10.99
31362 - Truckdriver, Medium	15.01
31363 - Truckdriver, Heavy	15.21
31364 - Truckdriver, Tractor-Trailer	15.21
99000 - Miscellaneous Occupations	7.31
99030 - Cashier	8.75
99050 - Desk Clerk	20.58
99095 - Embalmer	9.26
99251 - Laboratory Animal Caretaker I	9.53
99252 - Laboratory Animal Caretaker II	20.58
99310 - Mortician	12.79
99410 - Pest Controller	10.16
99510 - Photofinishing Worker	13.98
99710 - Recycling Laborer	15.40
99711 - Recycling Specialist	12.24
99730 - Refuse Collector	9.48
99810 - Sales Clerk	11.72
99820 - School Crossing Guard	13.44
99830 - Survey Party Chief	8.90
99831 - Surveying Aide	12.21
99832 - Surveying Technician	12.35
99840 - Vending Machine Attendant	14.04
99841 - Vending Machine Repairer	12.35
99842 - Vending Machine Repairer Helper	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

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links to the Directory may be found on the WHD home page at  
<<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web  
site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form  
1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.